

THE MENTAL HEALTH FOUNDATION

England & Wales · Charity number 801130

Details

Other names MHF

Status Registered

Legal form Charitable company

Company number [02350846](#)

Registered 1989-03-16

Register [View on the Charity Commission register](#)

Contact

Address Studio 2
197 Long Lane
London
SE1 4PD

Phone 020 7803 1100

Email info@mentalhealth.org.uk

Website www.mentalhealth.org.uk

Activities

Objects: THE OBJECTS FOR WHICH THE CHARITY IS ESTABLISHED ARE (I) TO PROMOTE PUBLIC EDUCATION AND RESEARCH INTO MENTAL HEALTH PROBLEMS OF ALL KINDS, THEIR PREVENTION, CAUSES, TREATMENT AND CARE PROVIDED THAT THE USEFUL RESULTS OF ANY SUCH RESEARCH ARE MADE PUBLIC AND USED TO INFORM PUBLIC POLICY. (II) TO RELIEVE PERSONS SUFFERING FROM MENTAL HEALTH PROBLEMS OF ALL KINDS AND PROVIDE OR ASSIST IN THE PROVISION OF THE TREATMENT AND CARE OF SUCH PERSONS. (III) TO PRESERVE AND PROTECT THE MENTAL HEALTH OF PERSONS WHO, BECAUSE OF STRESS, POVERTY OR OTHER CIRCUMSTANCES, ARE AT RISK OF MENTAL HEALTH PROBLEMS; AND (IV) TO RELIEVE POVERTY AMONG FAMILIES OF PERSONS SUFFERING FROM MENTAL HEALTH PROBLEMS.

Activities: The Mental Health Foundation works to promote good mental health and to improve the lives of people affected by mental health problems. With prevention at the heart of what we do, we aim to find and address the sources of mental health problems so that people and communities can thrive.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Defined Groups, The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£6,683,618	£7,352,501	£13,233,495	96
2024-03-31	£7,662,018	£8,903,524	£14,086,965	110
2023-03-31	£7,373,929	£11,061,952	£14,855,903	145
2022-03-31	£10,683,590	£10,856,940	£18,910,566	136
2021-03-31	£12,870,683	£7,910,008	£18,495,305	113

Trustees

Name	Role	Appointed
AISHA IQBAL SHEIKH-ANENE	Chair	2020-07-01
Ayodeji Ogunyemi		2025-09-19
Dr Anna Zecharia		2025-09-19
Elizabeth Lockett		2025-09-19
Huma Maryam Malik		2022-05-26
Laura Alice Earnshaw		2022-05-26
Professor Gavin Davidson		2021-01-01
Richard Scothorne		2021-01-01
Sami Gichki		2025-09-19
Stephen William Workman		2019-07-01
Thomas Mursell		2025-09-19

THE MENTAL HEALTH FOUNDATION

England & Wales - Charity number 801130

Accounts

**MENTAL
HEALTH**
FOUNDATION

ANNUAL REPORT

2024 – 2025



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ADMINISTRATION

Patron

HRH Princess Alexandra
The Hon Lady Ogilvy KG GCVO

Trustees

Aisha Sheikh-Anene (Chair)
Chris Martin (resigned March 2025)
Gavin Davidson
Huma Maryam Malik
Jonny Jacobs
Laura Alice Earnshaw
Pamela Chatterjee (resigned March 2025)
Richard Scothorne
Rosie Tressler OBE
Saash Blaylock (resigned March 2025)
Sonia Nerys Edmonds
Steve Workman
Narayanan Vaidyanathan (resigned November 2024)

Secretary

Adrian Lance





Senior Management Team

Mark Rowland
Chief Executive
Lee Knifton
Director of Scotland, Wales & Northern Ireland
Alexa Charnley
Director of Fundraising and Communications
Adrian Lance
Chief Operating Officer
Alexa Knight
Director of England

Registered and principal office

Unit 2, 193-197 Long Lane, London, SE1 4PN

Social media

Website: mentalhealth.org.uk
 [@mentalhealth](https://twitter.com/mentalhealth)
 [mentalhealthfoundation](https://www.facebook.com/mentalhealthfoundation)
 [ukmentalhealth](https://www.pinterest.co.uk/mentalhealth)
 [mental-health-foundation](https://www.linkedin.com/company/mental-health-foundation)

Company registration number

02350846 (England and Wales)

Charity registration numbers

England and Wales: 801130
Scotland: SC 039714

Auditor

Price Bailey LLP, 3rd Floor, 24 Old Bond St, Mayfair, London

Bankers

Coutts & Co, 440 Strand, London, WC2R 0Q

Investment managers

CCLA Investment Management Limited COIF Charity Funds, Senator House, 85 Queen Victoria Street, London, EC4V 4ET

Solicitors

Bates Wells Braithwaite London LLP, 10 Queen Street Place, London, EC4R 1BE

INTRODUCTION

Mark Rowland, Chief Executive and Aisha Sheikh-Anene, Chair of Trustees

Looking back on the past year, we are proud and grateful in equal measure. Proud of the progress made and grateful to be working in partnership with you, our supporters and donors.

In a constantly changing and troubled world, our mission to prevent mental health problems has never been more vital. Across our work in the UK, we've seen how people's mental health is under pressure – from the experiences of vulnerable young people navigating a cost of living crisis, to those navigating the asylum system, to people living with long-term health conditions.

This report highlights the impact you have helped us achieve across the UK through our incredible research, programmes, policy and advocacy, and public information teams.

All our work is focused on one aim: to ensure that people's mental health is protected and supported before problems become acute, and to address the mounting barriers to good mental health, especially for those at greater risk.

So, what have we achieved?

- We've reached over 4 million people through our online resources, and grown to almost a million people who are part of our social media community.
- We've continued to raise awareness and challenge stigma for millions through our ground-breaking campaigns, including through Mental Health Awareness Week and our Scottish Mental Health Arts Festival.
- We've directly supported over 12,000 people from at-risk groups through innovative community programmes.
- We've published 11 research and policy papers and met with hundreds of decision makers to make the case for public mental health approaches and tackling inequalities.

It's a big mission but there are signs of progress. For the first time, we've seen the government in Westminster making prevention a top priority in its health strategy.

None of this would have been possible without the generosity of you, our supporters. We've seen a 50% increase in people fundraising for us – running, baking and sky diving. Thousands of you give regularly or leave transformative gifts in your wills. Your generosity inspires us.

So, yes we are proud. But above all, we are grateful.

Onwards.



MARK ROWLAND
Chief Executive

19.09.2025



AISHA SHEIKH-ANENE
Chair of Trustees

19.09.2025

WHO WE ARE

Everyone deserves good mental health.

Our vision

No-one living in the UK should be deprived of the opportunity for good mental health because of who they are, the community they come from or where they live.

Our mission

Mental Health Foundation is the only UK charity solely focused on preventing poor mental health, and building and protecting good mental health.

Mental health is one of the most important foundations for a healthy and long life, and we believe everyone deserves good mental health.

Poor mental health is not inevitable. There are things we can do as individuals, in our communities and across society to help us all to live with good mental health.

We're challenging the way things are done and creating fundamental change in the UK's approach to mental health by researching, developing and campaigning for new and more effective ways to support and protect people's good mental health.

Our values



Side by side



Making a difference



Walking our talk



Determined pioneers



TRUSTEES' REPORT

including director's report and strategic report

The trustees (who are also the directors of the charitable company for the purposes of company law) present their statutory report together with the financial statements of the Mental Health Foundation (the Foundation) for the year ended 31 March 2025.

The report has been prepared in accordance with Part VIII of the Charities Act 2011 and constitutes a directors' report for the purpose of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out on pages 35-37 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102).

The trustees confirm that they have had due regard to Charity Commission's guidance on public benefit.



OUR STRATEGIC OBJECTIVES

1

No one living in the UK is deprived of the opportunity for good mental health as a result of social barriers.

2

Those at greatest risk of poor mental health receive psychosocial preventative support through a sustainable, community-based delivery model.

3

Anyone who has questions about looking after their mental health and/or supporting the people around them, has confidence to seek help and advice.

4

Build a strong Foundation. The focus will be on becoming an exemplar employer that is inclusive, financially sustainable and culturally thriving.

STRATEGIC OBJECTIVE 1

No one living in the UK is deprived of the opportunity for good mental health as a result of social barriers.

At the Mental Health Foundation, our focus on preventing mental health problems is about looking for the root causes of today's problems and addressing them, rather than treating the symptoms.

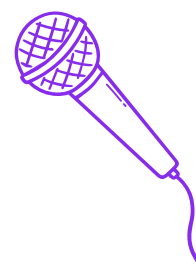
We're driving change towards a mentally healthy society for all – one that enables communities, families and individuals to live mentally-healthier lives.

The risk and the impact of mental health problems is greatest for those who experience inequality and disadvantage, so much of our work focuses on those who are at greatest risk.

Individual actions matter, but we also know that individuals can't do this alone. In order for the prevention mission to be sustainable and effective, we need government and policy makers to take action. Our work in this area aims to dismantle the barriers that stand between people and good mental health.

To make progress towards this objective, we committed to – and delivered against – the following action points:

- We shaped policy to better support people at risk of poor mental health, using new research and practical tools to influence decisions that affect communities across the UK.
- Our work on digital safety helped make online spaces safer, especially for young people, by improving platform standards and pushing for stronger regulation.
- We advocated for policies to support the mental health of refugees and asylum seekers and built cross-party support on these issues.
- We brought national attention to how poverty and discrimination harm mental health, using public engagement and research to drive change in attitudes and services.
- Through anti-stigma programmes and new research on racism and mental health, we shared learning that is shaping more inclusive approaches across the sector.
- Ahead of the General Election, we engaged political leaders with a campaign that made the case for prevention as a foundation for better mental health for all.
- We supported stronger national strategies by working with governments across the UK and sharing insights that help local systems invest in prevention and early support.



Notable achievements in 2024-25:

New research project on mental health

We designed a new multi-year research project to explore how mental health and wellbeing vary across the UK and among different population groups, bringing in external expertise to shape the research design. The resulting report will offer a comprehensive overview of how social factors such as poverty, discrimination, and access to services affect mental health. It is set to become a flagship publication, providing a strong foundation for future advocacy and policy development.

Race and mental health research

We continued our UK-wide study on racism and mental health, with ethical approval secured and focus groups completed. Despite initial recruitment challenges in Northern Ireland, the project is now progressing and has been extended into 2025-26. It will produce actionable recommendations to reduce the mental health impacts of racism, with findings to be shared through exhibitions, reports, and stakeholder engagement.

Bridges to Belonging

We supported 200 asylum seekers and refugees through the Bridges to Belonging programme, delivered in partnership with community organisations in Northern Ireland and Wales. The programme's content has been co-produced with people seeking sanctuary and builds the capacity of community partners and peer leaders to support mental health. The project also works to identify and address some of the specific barriers to good mental health and advocates for change through influencing national policies and strategies. Our aim is to influence a significant change in the support available for refugees and asylum seekers, ultimately improving their mental health and wellbeing.

Pinterest partnership and online safety

We support and advise Pinterest's existing content moderation policies and processes, helping with the reporting of harmful content. Our teams meet regularly to discuss policy and process considerations. We are pleased to continue our important work with Pinterest.

We are also engaging with Government and Ofcom to advocate for stronger regulation of smaller platforms and safer digital spaces.

Refugee and asylum policy advocacy

We made progress advocating for free bus travel for asylum seekers, especially in London, where we had a positive meeting with the Deputy Mayor. While a parliamentary debate is still pending, we are exploring ways to raise the issue as part of broader discussions on racism and national integration policies.

Microaggressions and racial equity work

The Our Power project in Scotland, exploring the impact of racism on mental health through peer support workshops, culminated in an exhibition at the Glasgow Museum of Modern Art, which received strong attendance and media coverage, including BBC Scotland. The exhibition continued at Kelvinbridge Art Gallery until June 2025. The project has now entered a new funded phase running until September 2026, with a focus on community training and broader dissemination of findings.

Poverty Alliance collaboration

We partnered with the Poverty Alliance to co-develop and deliver workshops on poverty stigma and mental health. These sessions explored practical resources for frontline workers and informed the development of an online portal. Final resources will be launched with the Poverty Alliance membership in May 2025, marking the successful conclusion of the project.

ICS report: Planning for Prevention

We published the Planning for Prevention report, which received strong positive feedback from NHS and other stakeholders. The report examined how Integrated Care Systems (ICSs) in England are planning for mental health prevention and offered practical recommendations for local and national systems. We are now actively leveraging its insights to shape policy and influence best practices across the sector and to call for ring-fenced funding for mental health prevention.

Political engagement and election campaigning

We delivered a general election campaign focused on the risks and protective factors for mental health. Visual materials, including “building blocks” representing the foundations of good mental health, were used at events in parliament and at party conferences. This work has helped to engage a new cohort of MPs in the fundamentals of mental health prevention and position us as a key voice in shaping the next parliamentary agenda on mental health.

See Me programme and impact reporting

The See Me anti-stigma programme’s impact report was completed and shared with the Scottish Government. An independent review of the programme’s five-year impact is underway and reported in July 2025. A learning event took place in June, and the programme’s next phase has been agreed with managing partners.

Ongoing engagement with policy makers and influencers

Throughout the year, we continued to advocate for change through ongoing engagement with decision makers and key stakeholders at a UK, national and local level, including: over 150 meetings with Parliamentarians and civil servants in Westminster; 19 meetings with members of the Senedd and civil servants in Wales; 33 meetings with MLAs and civil servants in Northern Ireland; and 10 meetings with MSPs and 3 with the Mental Health Minister in Scotland. Across the four nations of the UK, we also attended over 180 meetings with civil service organisations and other partners.



SPOTLIGHT: BRIDGES TO BELONGING

Jean-Claude arrived in Wales seeking sanctuary, carrying with him the weight of displacement and the uncertainty of starting anew. Like many others in his situation, he faced the invisible burden of trauma, isolation, and the challenge of navigating a new culture without the support networks many take for granted.

For people seeking asylum, the journey doesn't end at arrival. The asylum process, language barriers, financial hardship, and the lack of legal rights to work or access benefits can severely impact mental health. Jean-Claude, like many others, found himself in a vulnerable position – struggling with his mental wellbeing while trying to build a new life in an unfamiliar place.

That's where Bridges to Belonging stepped in. This project was designed to support the mental health of asylum seekers and refugees in the UK. Delivered in partnership with local organisations, the programme combines peer support, mental health literacy, and creative activities in a safe, inclusive environment.

Jean-Claude joined a group where participants explored topics like trauma, anxiety, and stigma. Sessions were co-facilitated by trained community leaders and adapted to the group's needs – sometimes held outdoors, sometimes over shared meals, always with empathy and openness. Jean-Claude appreciated the collaborative nature of the programme: "Everyone could give his or her own knowledge ... so that we can improve and then try to know more about mental health."

Through Bridges to Belonging, Jean-Claude not only gained tools to manage his own mental health, but also learned how to support others. The programme helped him recognise signs of mental distress in his family and community, and gave him the confidence to respond with care.

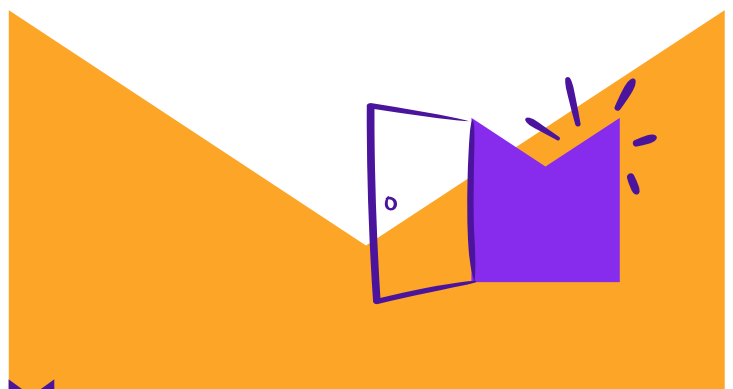
The impact of the project goes beyond individual transformation. It fosters belonging, builds community resilience, and empowers participants to become mental health advocates in their own right. Jean-Claude's story is one of many that show how culturally sensitive, co-produced mental health support can change lives.

As we reflect on the past year, Jean-Claude's journey reminds us why programmes such as Bridges to Belonging matter. It's not just a programme – it's a lifeline. In a world where asylum seekers are often overlooked, this project offers connection, healing, and hope. And in Jean-Claude's words, it's a space where "we can reach out."



**I LEARNT ABOUT
MENTAL HEALTH
MANAGEMENT.
HOW YOU CAN FIRST OF ALL
SUPPORT YOURSELF,
AND THEN SUPPORT
OTHERS.**

Jean-Claude



STRATEGIC OBJECTIVE 2

Those at greatest risk of poor mental health receive psychosocial preventative support through a sustainable, community-based delivery model.

There are some people who, due to inequalities and disadvantages out of their control, are most at risk of developing mental ill-health.

Our programmes work to find the most effective ways to support these groups, equipping individuals with the tools, connections, and experiences to manage and nurture their own mental health.

At the Mental Health Foundation, the communities we work with include at-risk young people and families, refugees and asylum seekers, and those with long-term health conditions.

While we are committed to reviewing what works best in different contexts, our programmes typically use one or more of the following 'key ingredients':

- Providing information and/or education about mental health;
- Developing skills and/or strategies to support people to feel more empowered and/or in control;
- Building and strengthening relationships;
- Introducing an additional activity which is proven to have a positive effect on mental health, such as spending time in nature, doing something creative or being active; and
- Including a systemic focus which places individual, family, or group mental health in a broader context.

The programmes highlighted in this review each demonstrate some of these ingredients in action, while also showcasing a range of our work across the UK.

To make progress towards this objective, we committed to – and delivered against – the following action points:

- Rolled out a UK-wide strategic framework to guide consistent programme development, delivery, and evaluation across the organisation.
- Convened regular cross-team learning and planning sessions, fostering collaboration and sharing best practices across nations and disciplines.
- Designed best practice models tailored to the needs of vulnerable groups, including young people, families, and refugees.
- Evaluated and refined interventions for people living with long-term health conditions, ensuring they are both effective and scalable.
- Developed and launched a UK-wide toolkit to support programme delivery, monitoring, and impact assessment with consistent standards.
- Shared learning through published reports, podcasts, and academic articles, strengthening our evidence base and sector influence.
- Worked to embed successful programme models into local authority systems, helping ensure long-term sustainability and community impact.
- Presented innovative models to NHS and professional bodies across the UK, contributing to wider adoption and alignment with national policy goals.

Notable achievements in 2024-25:

Together to Thrive (Dundee)

Through the second phase of the Together to Thrive programme in Dundee, we continued to support families by strengthening access to mental health support and testing innovative approaches. This phase placed a particular focus on understanding how a task-sharing model can improve outcomes for families. An independent evaluation was commissioned to assess its effectiveness and potential for wider use, with findings presented at a national conference. The programme has attracted interest from senior stakeholders, including the Scottish Government, and is now being considered as a scalable model for other regions and communities.

Living Well report

We launched the Living Well report to provide clear, evidence-based insights into how mental health support can be integrated into care for people living with long-term health conditions. The report includes a comprehensive economic evaluation, demonstrating the cost-effectiveness and preventative value of community-based interventions. It has been shared widely with NHS partners, policymakers, and other decision-makers, and is already informing discussions around integrated care and early intervention. This work supports the case for investing in preventative approaches that improve wellbeing and reduce pressure on health services.

Young Parents Connect

The Young Parents Connect programme has now been embedded into Nottingham City's early help services, where it is being delivered independently by local authority staff. This marks a significant step in ensuring long-term sustainability and local ownership. The programme supports young parents through peer-led, community-based sessions that promote mental wellbeing, parenting confidence, and social connection. Its successful integration into statutory services demonstrates the model's adaptability and value, offering a strong example of how community-rooted mental health support can be scaled and sustained.

Becoming a Man (BAM)

In 2024/25, we continued to lead UK delivery of the Becoming a Man (BAM) programme, supporting approximately 350 pupils across six schools in Lambeth and Islington. Despite strong school engagement, funding changes led to a strategic withdrawal from Lambeth in September 2024. Delivery was successfully consolidated in Islington, where three experienced counsellors now support 170 pupils across three schools. We are actively engaged in promising discussions with Islington Council and the Youth Endowment Fund to expand BAM locally, pilot a one-year model to enhance sustainability, and explore a Randomised Control Trial. These developments include a potential transfer of the UK BAM license to Islington, positioning the borough as a national delivery lead. Key decisions are anticipated in July and December 2025.

Creating Connections

Creating Connections was a one-year suicide prevention initiative focused on young parents and young people, funded by the Department for Health and Social Care. Between April 2024 and March 2025, the project delivered 1,073 peer support interventions across 142 sessions and trained over 200 professionals to better support young parents. A targeted social media campaign led by Maternal Mental Health Alliance reached nearly 28,000 views, and newly developed digital resources were downloaded over 1,200 times in the first month. Evaluation findings highlighted improved mental health outcomes, increased confidence in peer support, and enhanced professional capacity to address suicide prevention. The project has led to new peer-led initiatives and continues to inform practice through its widely accessed resources.

UOK?

UOK? is a free, peer-led mental health programme supporting students in post-16 education as they navigate the transition to adulthood. In 2024/25, we trained 148 students across 17 institutions to lead workshops and wellbeing activities, equipping them with the skills and resources to promote mental health within their communities. The programme continues to engage students from groups most at risk of poor mental health, helping to build inclusive, supportive environments across further and higher education.

SPOTLIGHT: CREATING CONNECTIONS

As a new mum, 22 year old Odette was finding things really hard. She was suffering badly from depression, anxiety and low self-esteem. That changed when she started going to a group with other young mums. She started to rebuild herself slowly, and since then says that life has been going up and up – she is happier, has made friends, and feels much more confident in herself. And her daughter’s much happier too.

Creating Connections is a project supporting the mental health of young people and young mothers, like Odette, by creating a safe space and increasing social connection through facilitated peer support.

We commissioned the Maternal Mental Health Alliance to work with us on some elements of Creating Connections. Together, we’re working to demonstrate the difference that having access to peer support can have for young mums and increase its availability.

Young mothers aged 25 years and under are at an increased risk of experiencing mental illness during pregnancy and after birth compared to those over 25. Postnatal depression is up to twice as prevalent in teenage mothers compared to those over 20, and suicide remains the leading cause of direct maternal death in the first postnatal year.

As well as delivering peer support groups like the one Odette went to, Creating Connections also worked to train the wider workforce of people supporting young parents on the importance of peer support, to raise awareness of and address the additional barriers young parents face, and to enable young parents to access the support available.

200 professionals attended five workforce training sessions on the importance of peer support groups in reducing suicidal ideation for young mums, with one saying, “it reignited my passion and has inspired me to start more peer groups.”

The training better equipped professionals to support young mums who experience suicidal thoughts, with 79% of attendees surveyed saying they felt better prepared to recognise and respond to signs of suicidal thoughts as a result.

To help key stakeholders adopt the recommendations from the work of Creating Connections, the project also included the development of materials aimed at helping professional to increase their understanding of young mums’ mental health needs, the importance of peer support and how to provide it effectively. These packs – aimed at policy makers, commissioners, service providers, and voluntary, community and social enterprises – include specific suggestions for each groups, as well as further information such as key statistics. These resources were downloaded over 1,200 times in the first month after release.

For young mums like Odette, connecting with a group of people with a shared experience can transform their lives, and those of their children. Through Creating Connections, we’re enabling more mums and their families to experience the benefits of peer support for their mental health.



STRATEGIC OBJECTIVE 3

Anyone who has questions about looking after their mental health and/or supporting the people around them, has confidence to seek help and advice.

We're passionate about supporting people to look after their own mental health and those around them.

To achieve this, we create accessible, practical resources designed to be applicable to the whole population. However, we recognise that stigma and other barriers often prevent people from seeking the help they need, leaving many to struggle alone.

That is why raising awareness is central to our mission. It helps challenge stigma and fosters a society where protecting mental wellbeing is a natural part of everyday life.

Through initiatives like Mental Health Awareness Week and other outreach efforts, the Mental Health Foundation plays a vital role in shifting attitudes and encouraging people to seek support with confidence.

To make further progress towards this objective, we committed to – and delivered against – the following action points:

- We produced informative, engaging and relevant website content to help drive engagement with our mental health resources and enable more people to access help and support.
- We implemented a new strategy to develop the most useful and relevant content for our social media channels aiming to provide the best experience for our audiences.
- We profiled our evidence-based research and policy knowledge in media activity across the UK. We aimed to enhance public awareness of factors that contribute to the nations' mental health.
- We launched a Welsh language policy to enhance accessibility to our resources and events for Welsh-speaking communities.
- We ran one of our biggest Mental Health Awareness Week campaigns aiming to increase participation across the UK and drive as many conversations about the benefits of movement for people's mental health as possible.



Notable achievements in 2024-25:

Mental Health Awareness Week (MHAW)

We used last year's Mental Health Awareness Week to empower people across the UK to explore movement as a simple, everyday way to support their mental health. The campaign resonated widely, sparking conversations and inspiring action in schools, workplaces, and communities. Thousands of individuals accessed and shared posters, graphics, and resources – helping to spread the message far and wide. The campaign's hashtags trended nationally, reflecting how deeply the theme connected with the public. By making mental health support more visible and accessible, we helped more people feel confident in taking steps to protect their wellbeing.

BBC Teach Live Lesson

As part of Mental Health Awareness Week, we partnered with BBC Teach to deliver a Live Lesson that helped children across the UK explore the link between movement and mental wellbeing. The broadcast reached an estimated 168,000 pupils and supported young people in understanding how physical activity can benefit their mental health. Over 2,000 educators downloaded the accompanying lesson plan, allowing schools to continue the conversation in the classroom. This collaboration gave teachers practical tools and offered children a positive, accessible way to think about their mental wellbeing.

Welsh language policy

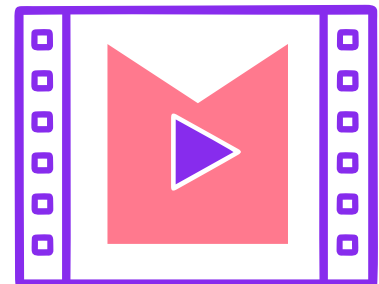
To ensure that the Foundations' work is accessible to Welsh-speaking communities, we developed and finalised a Welsh language policy. The policy was created in consultation with the Welsh Language Commissioner's office and includes a clear decision-making framework and offer for Welsh-language provision. We recognise the importance of the Welsh language, and its role in Welsh identity. Our policy helps to ensure that we engage with the general public, supporters, and professionals in Wales, and supports and enables staff to work confidently and credibly in Wales, whether they speak Welsh and/or English.

Media coverage

We used media engagement as a powerful tool to connect people across the UK with trusted, evidence-based mental health information. By securing coverage on key issues such as the Online Safety Act and World Mental Health Day, we helped bring important conversations into the public eye and made prevention and mental health equity more visible and accessible. Our work was featured in over 1,100 media pieces, including national coverage on the day of the UK budget and appearances in The Independent, The Big Issue, and BBC Scotland. This widespread visibility meant more people could engage with mental health content that was relevant, timely, and supportive.

Scottish Mental Health Arts Festival

The 18th Scottish Mental Health Arts Festival ran from 10–27 October 2024, with the theme 'In/Visible'. Over 240 events took place across 20 local authority areas, reaching an estimated 17,500 people. The festival prioritised regional engagement and inclusion, with highlights including the return of the International Film Awards, showcasing 30 films, and six new artist commissions exploring hidden stories through music, film, and sculpture. The Writing Awards were hosted at V&A Dundee, and a vibrant regional programme featured exhibitions, performances, and workshops from Orkney to Dumfries.



SPOTLIGHT: MENTAL HEALTH AWARENESS WEEK 2024

Mental Health Awareness Week 2024 took place 13-19 May, with the theme of Movement: moving more for our mental health.

We know that movement is important for our mental health. But so many of us struggle to move enough. There are a lot of different reasons for this, so during the week we wanted to help people find moments for movement in their daily lives.

More than one third of UK adults (36%) do not meet the physical activity recommendations set out by the World Health Organisation.

For Mental Health Awareness Week, we conducted a study across the UK to help understand why that might be. We found that whether due to tiredness, health conditions, or anxiety, there are many reasons why people face barriers to movement.

Alongside our research, we shared tips to help people find ways to include more movement in their everyday lives to support their mental health. These have been accessed over 130,000 times.

Underpinning our content was the experiences of people like Sami, who shared how taking up running has helped give him a sense of control, establish positive coping mechanisms and build his confidence over time. "I think movement, and running, help make me express my emotions and my worries. I've learnt to use running as a way of coping and processing." Thanks to people like Sami who were willing to talk about their own stories, we were able to highlight the many different ways they've used movement to boost their mental health.

We can't create a society where everyone can thrive without working with policymakers to help address the causes of poor mental health, so we were happy to highlight the campaign's messages to our audience of 160 people, including 45 parliamentarians, at our Westminster reception during the week.

We also had a great turn out of MSPs, including the First Minister, Mental Health Minister and party leaders, at our photocall in Holyrood.

We worked in partnership with community organisations to help the campaign reach as many people as possible. Sport England shared content and campaign information across their networks; every Premier League match on the Sunday of Mental Health Awareness Week included information about the campaign on the big screen, in grounds with a combined capacity of over 350,000; Royal Mail featured the campaign as the postmark on stamped mail during the week.

As always, many people used Mental Health Awareness Week as an opportunity to do some fundraising to support our work. Workplaces, school and community groups across the UK took part in our Wear it Green Day event and 70 people took on a skydive during the week.

As well as our individual supporters and those organising events, we're especially grateful for the generous contributions of Pinterest, whose support as Lead Partner for Mental Health Awareness Week helped make the week such a success, and the JCDecaux Community Channel, who supported us on an out of home campaign running across 119 sites giving us the opportunity to get the campaign in front of millions.

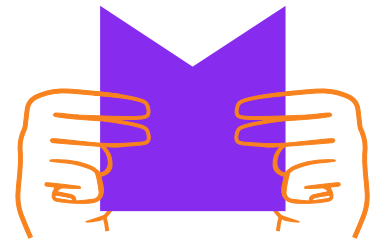


STRATEGIC OBJECTIVE 4

Build a strong Foundation; The focus will be on becoming an exemplar employer that is inclusive, financially sustainable and culturally thriving.

To build a mentally healthy society, we must also reflect on the kind of organisation we are and the culture we create for our own people. That's why becoming an exemplary employer is one of our core strategic priorities.

Over the past year, we have focused on strengthening our internal foundation to better support our mission. This has included attracting and retaining great people, fostering an inclusive and mentally-healthy workplace, and improving collaboration across teams and nations. Key initiatives such as the 32-hour work week pilot, a comprehensive brand refresh, and a range of staff wellbeing measures have been central to this effort. Together, these actions have helped create a more supportive, effective, and values-driven working environment.



Notable achievements in 2024-25:

32-hour work week pilot

Our 32-hour work week pilot has been a major focus this year, aimed at improving work-life balance and overall staff wellbeing. Following the year-long pilot the board have approved its implementation, based on the key findings.

- All employee groups showed statistically significant positive change across all measures of wellbeing.
- Notable improved outcomes for marginalised employee groups, highlighting its potential to support equity and inclusion in the workplace.
- Statistically significant reductions in work-related stress.
- Improved work/life balance reported by most staff.
- No adverse effects on productivity or ability to meet strategic objectives.
- Boosted employee retention.
- Increased job applications with many applications stating the pilot as a reason for applying.
- Employees are using their extra time in a wide range of ways to benefit their wellbeing, including doing activities that our research shows are good for mental health, such as physical activity and connection with others.

The research team will now take all the learnings and literature and publish them, to add to the growing body of work on the benefits of shorter working weeks.

A focus on our staff

Supporting the wellbeing of our staff has remained a central priority, with a range of initiatives delivered to promote a healthy, inclusive, and supportive working environment. Key achievements this year include:

- Achieving Great Place to Work certification for the 3rd year running with the Trust Index score improving by 5% points to 76% (10% point increase in 2 years).
- Carrying out an EDI strategy review, building on the race review (whilst acknowledging there is still more work to be done), to be launched later in 2025.
- Active support for staff networks, including the Racial Equality Staff Network and the establishment of the new groups for LGBTQ+ and disability inclusion.
- Achievement of Level 2 Disability Confident status.

- Introducing clear work deliverables metrics for the whole of MHF (OKRs).
- Completion of annual appraisals for all staff, aligned with organisational OKRs, and regular 121s.
- Delivery of safeguarding and suicide awareness training for all staff and trustees.
- Ongoing delivery of the Learning & Development Strategy, including group coaching and monthly skills sessions.

Brand refresh

During this year, we also completed a project to comprehensively refresh our brand. Research had showed us that the way we appeared was becoming a barrier to some audiences wanting to engage with us, with some people saying we came across as confusing, unapproachable and boring. Through this collaborative, research-informed project, we wanted to make sure we had a visual identity which reflected the innovative and impactful work that we do, with people at the heart of it. We wanted to create a much clearer understanding of the Foundation's work and impact, and more recognition with audiences. Key achievements include:

- Launch of a new brand identity following audience testing and internal consultation.
- Launching an updated Mental Health Awareness Week brand alongside the new MHF brand.
- Development of new tone of voice guidelines to help support consistency in how we talk about our work.
- Full rebrand of the Foundation's website, launched in September 2024.
- Creation of brand assets, templates and resources to support consistent visual and written communications.
- Supporting staff across the organisation to use the new brand through monthly brand clinics and ongoing training opportunities.
- Integration of brand considerations into project planning and co-branded partnership work.
- Our brand tracking showed that in June 2024, 36% of people said they'd seen the MHF logo, up from 28% the previous year.

Our fundraising success stories



Overall, it has been an exciting year for growth and partnerships across our events, grants, legacies and high value relationships teams.

We would like to thank every individual, grant-making body, and organisation that has supported us this year.

Whether by taking part in an event, funding our projects, remembering us in your will, or partnering with us, your generosity has enabled some very important progress to happen.

Thank you



We would like to extend our thanks to the following for their support.

Royal Patron

HRH Princess Alexandra The Hon Lady Ogilvy KG GCVO

Legators

We are grateful to all the people who chose to support the Foundation with a gift in their Will. We have listed below all the legacies where a cash amount or quantifiable notification of more than £10,000 was received during the year 2024-25.

Christopher Jermyn	£500,000
Jean Barbara Bowers	£200,000
Raymond Alan Cox	£200,000
Julia Irene Elizabeth Bristow	£120,000
Maureen Bramwell	£90,000
Kevan Beach	£70,000
Sheila Anne Illien	£70,000
Graham Saltern	£40,000
George Stanley Wilkinson (In addition to 2021/22 legacy)	£32,500
Penelope Mary Christine Went	£28,232
John Bedford Deby	£26,357
Brenda Beatrice Bray	£18,836
Joan Marion Walker	£18,000
Bruce Charles Parnham Tod	£10,953

Fundraising spotlight:

Calvin's London Marathon experience

Every year, we're grateful for the extraordinary lengths our supporters go to fundraising for us – literally in some cases! One such supporter this year was Calvin, who raised over £21,000 for us running the London Marathon in memory of his friend, Ben. Here he shares his reflections on the experience:



I ran the London Marathon for the Mental Health Foundation, in memory of one of my closest friends, Ben, who we lost 10 years ago this year. It was my way of turning grief into something positive and a way to keep honouring his memory.

"Fundraising itself wasn't easy and there were definitely times I felt like I was just spamming people. Training was also a grind, and my nearest and dearest had to deal with most of my moaning and general grumpiness (I'm sorry and thank you!).

"BUT despite the tough bits, marathon day was honestly one of the best days of my life and if I could relive it exactly as it was... I'd do it again in a heartbeat.

"Mental health matters. It's something we need to keep talking about, supporting each other through, and taking seriously, not just on big days, but every day. I'm incredibly grateful to everyone who believed in this cause enough to donate, support, listen, encourage, and just be there. Your kindness, patience, and generosity has meant the world and I am so proud of us.

"THIS RUN WASN'T JUST MINE.

"IT WAS OURS.

"FOR BEN."



Fundraising policy

We are committed to ensuring we uphold our duty of care to our supporters, and effective regulation lies at the heart of this. The Foundation's fundraising and communications sub-committee of the board continues to have oversight of the Foundation's fundraising policy and compliance.

We seek to uphold the highest standards of fundraising both of our staff and of the organisations who work on our behalf. We are registered with the Fundraising Regulator and are a member of the Institute of Fundraising as well as the Public Fundraising Operational Users Forum which oversees regulation of face-to-face activities. We have ensured that effective whistle-blowing policies are in place to ensure any poor practice is reported.

We work closely with our face-to-face fundraising partner and ensure their fundraisers are trained in how to protect vulnerable people that they engage with – they do not sub contract any of their services. In addition, we have commercial participator agreements in place with corporate partners. During the year, the charity received one complaint about its face-to-face fundraising activities. This was investigated fully by our partner and they and MHF responded to the person to let them know what was being done to address the concern. We recognise the importance of complying with data regulations while also ensuring we continue to innovate and invest for the future.



Here's an insight into how you have helped in 2024-25

Events and community

2024-25 was a strong year for running events, with participation growing to record levels in a number of events across the UK.

We had 59 runners in the 2024 London Marathon, who raised £180,000. We also filled our biggest ever teams in the Edinburgh Marathon Festival, Great North Run and London Landmarks Half Marathon.

Our flagship fundraising event for Mental Health Awareness Week, Wear it Green Day, took place on Thursday 16 May, and over 17,000 schools, companies and individuals downloaded our fundraising pack. Just over £143,000 was raised from the event last year.

We continued to promote half price skydives during Mental Health Awareness Week, which raised £33,000, and we ran our first ever Firewalk event in Glasgow, during the week, which raised over £10,000.

Also, we secured a partnership with Ultra Events who run Ultra White Collar Boxing, MMA and Comedy events. Since the partnership launched in January 2025, £54,000 was raised in the first three months.

Grants

Over the past year, we've supported thousands to improve their mental health through vital partnerships with Trusts, Foundations, and Lottery funders.

Scotland

Thanks to Creative Scotland, the 2024 Scottish Mental Health Arts Festival reached 17,500 people through 240 events across 20 local authorities – with 95% of artists and 84% of attendees reporting a positive impact on their mental health.

England

Support from the T.U.U.T. Charitable Trust enabled our UOK? project to train 105 Youth Wellbeing Advocates, who supported over 1,000 young people aged 16–24. After taking part, 63% felt more confident discussing their mental health.

Wales and Northern Ireland

With the Monday Charitable Trust's support, our Bridges to Belonging project partnered with refugee-led organisations to deliver mental health literacy sessions to over 100 people and train 3 community facilitators to continue the work.

Individual giving

We ran our first BigGive campaign, raising over £5,000 in matched funds – a strong start for this new initiative.

The Direct Marketing Winter Appeal 2024, featuring the Parent Champion Group, raised £11,000, highlighting the power of authentic storytelling in our campaigns.

Summer TalkBack 2024 brought in £8,000, continuing our successful seasonal fundraising efforts.

We also launched a green ribbon pin badge value exchange campaign. Leads who received a pin were contacted via telemarketing, resulting in 148 new direct debits.

Finally, we introduced new products in our shop, including re-branded publications and a refreshed range of greetings cards.

High value relationships

We would like to thank all our corporate partners for their incredible support throughout 2024-2025, including Arco, BT, Edwards Ltd, ISS UK & Ireland, JCDecaux, Manolo Blahnik Foundation, Mental Health at Work, NEOM Wellbeing, Pinterest, Randstad, Richer Sounds, Royal Mail, Snap Fitness, Simplyhealth and Zizzi.

Pinterest

A special thank you goes to Pinterest for their partnership this year. Pinterest is a visual search and discovery platform which prioritises wellbeing and is intentionally positive by design. Through the Pinterest Impact Fund, they're committed to supporting emotional wellbeing in a digital age so that everyone is inspired to create a life they love.

Pinterest served as Lead Partner of Mental Health Awareness Week 2024, enabling us to amplify our campaign reach and impact across the UK. Pinterest also supported our Positive Mental Health Image Library – changing the way people see mental health through a freely-available library of images that represent real people looking after their mental health.

FINANCIAL REVIEW

FINANCIAL RESULTS FOR THE YEAR ENDED 31 MARCH 2025

The Foundation recorded a deficit of £0.7m, compared to £1.4m the previous year, as planned, continuing its specific objective of achieving financial stability in the coming years.

Income - £6.7m (2024: £7.5m)

The Foundation's income has decreased 11%. This decline is mainly due to the fact that its subsidiary, Mental Health at Work CIC is no longer included in the account, as it ceased trading during the last financial year. This change resulted in a reduction of £0.6m in charitable trading income.

Legacy income can vary greatly from year to year. This year, the legacy income is at £1.5m, which is a strong contribution to the Foundation's overall income and above average for this income category. However, it is £0.4m less than the exceptional figures from 2024.

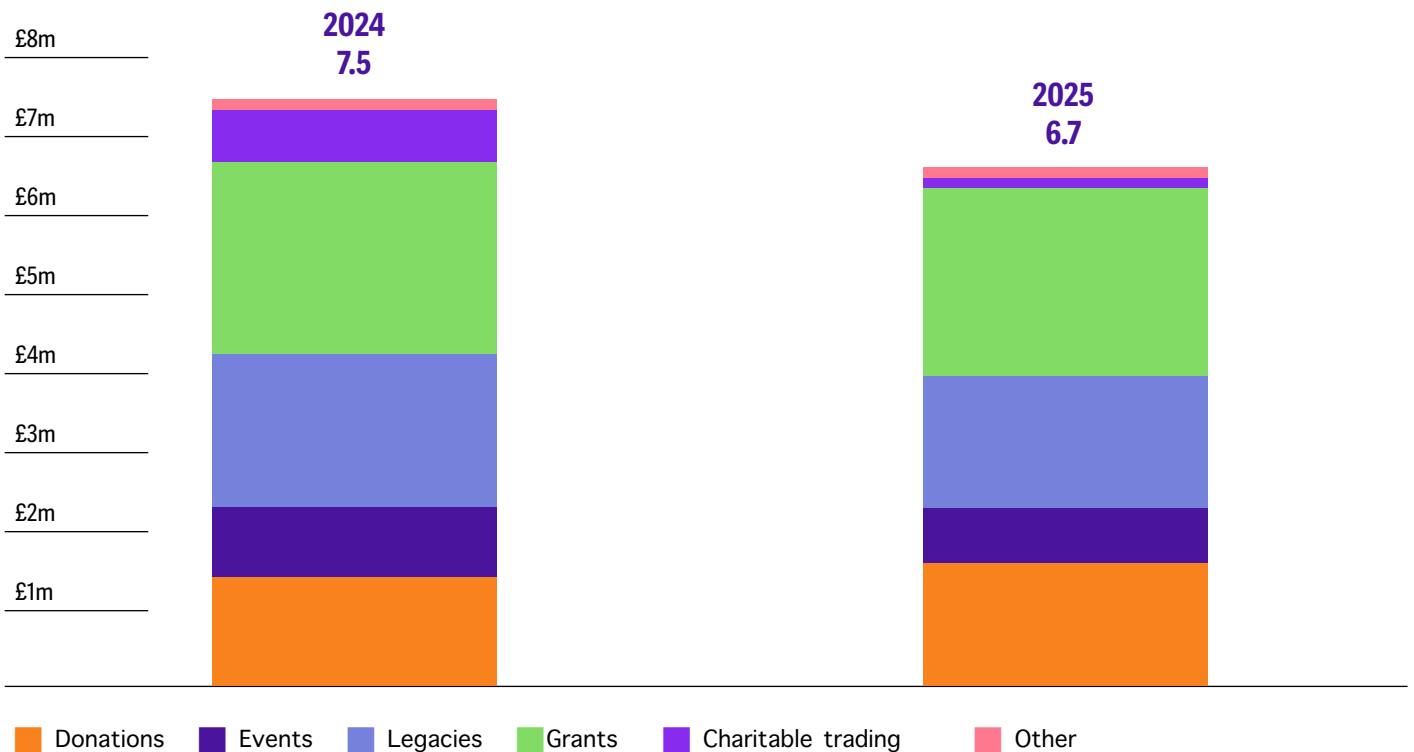
However, this decline was offset by a similar growth in fundraising events, which raised £0.9m this year. This increase can be attributed to the introduction and expansion of several successful new events.

Donations from individual and corporate donors have increased by 9% compared to 2024, largely due to the successful fundraising efforts that secured new corporate partnerships.

The investment income remained steady at £0.16m, compared to £0.18m in 2024, reflecting a slight reduction as the invested funds were utilised as planned to manage reserve levels.

The portion of restricted grant income has grown from 31% to 35% this year, ensuring the Foundation can continue to deliver its collaborative programmes.

INCOME SPLIT (£M)



Expenditure - £7.4m (2024: £8.9m)

The Foundation's expenditure decreased by 17% compared to the previous year. In line with what is stated regarding income, this decline is partly due to the absence of Mental Health at Work CIC in the accounts, which contributed £0.7m in costs to the information, education, dissemination and advisory services last year.

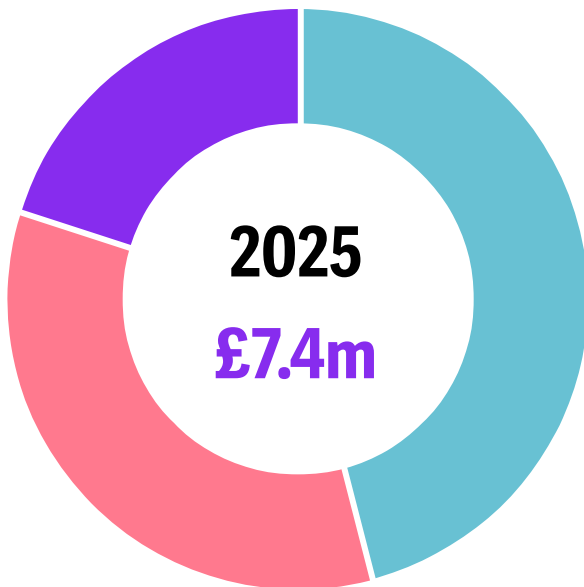
Mental Health Programmes still account for the largest portion of expenditure, with a decrease from £4.1m in 2024 to £3.4m in 2025, largely due to the ending of several programmes during the year.

Investment in the new Customer Relationship Management system and face-to-face fundraising activities was completed during the last financial year.

As a result, fundraising activities returned to standard levels, leading to a reduction in the cost of raising funds from £1.8m in 2024 to £1.5m in 2025.

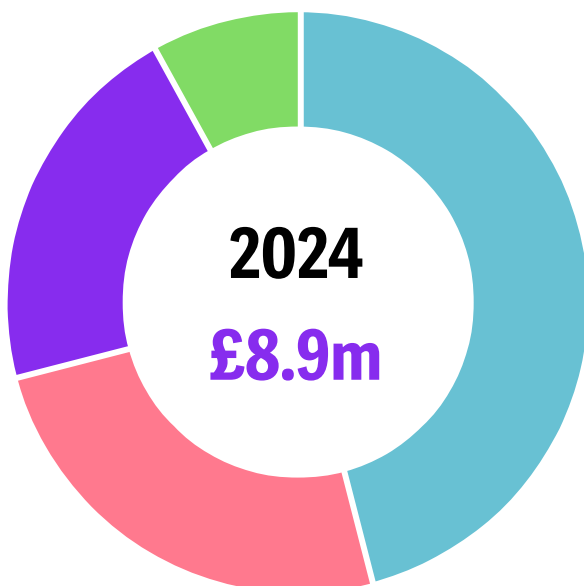
Expenditure on information, education, dissemination, and advisory services increased by 11% due to the utilisation of additional donated funds and services during Mental Health Awareness Week.

The split of overall expenditure areas of the Foundation for 2025 and 2024 are shown below.



Expenditure split 2025

46%	Mental Health programmes
34%	Information, education, dissemination and advisory
20%	Raising funds



Expenditure split 2024

46%	Mental Health programmes
25%	Information, education, dissemination and advisory
21%	Raising funds
8%	MHAW CIC

Balance sheet

Net assets £13.2m (2024: £14.1m).

The net assets decreased by £0.9m due to a planned deficit this year, which is reflected in the reduction of our investment value. Tangible assets fell from £6.2m to £6m because of depreciation and the disposal of some small assets as we transitioned to the new Glasgow office.

Cash, including short-term deposits and cash at bank and in hand, increased to £1.1m from £0.5m in 2024 to ensure cash availability while managing the planned deficit.

Debtors decreased from £3.4m in 2024 to £2.6m primarily due to a reduction of £1.1m in legacy accruals, as many long-standing legacy income amounts were received during this financial year. However, this decrease was partially offset by a £0.4m increase in accrued income, as the receipt of one of the largest grant incomes was delayed.

The total net assets are represented by unrestricted funds of £3.4m (£6.8m in 2024), restricted funds of £0.8m (£0.9m in 2024), designated funds of £3m (£0.2m in 2024), a fixed asset fund of £6m (£6.2 in 2024) and permanent endowment funds of £45k, which are to be held indefinitely by the charity.

See details below regarding the composition of designated funds.

Reserves policy

When setting the reserve policy for the charity the trustees, in agreement with senior management, have taken account of the following:

- The uncertain funding landscape due to the economic outlook
- The uncertainty of the timing of income, especially relating to legacies
- Commitments to unrestricted expenditure
- The current cost base
- The need to ensure that new opportunities can be taken when they arise

Taking account of the above, the trustees have decided that keeping the unrestricted reserves at 9 months of unrestricted expenditure, £3.4m, is the right level.

Currently the charity has £6.4m of free reserves. Therefore, we have circa £3m of surplus funds which we have designated for specific purposes as detailed below.

Designated fund allocation

2025-26 investment fund - £0.6m

We have allocated £0.6m against a range of activities in 2025-26 including: new fixed term staff (within our communications, data and policy teams); testing new fundraising strategies; and investing in our programmes.

2026-2030 strategic investments - £2.4m

MHF's new strategy will start in April 2026. During 2025-26, we will review in detail what will have the biggest impact in addressing our prevention mission and tackling inequalities. We have designated £2.4m of our surplus reserves against realising our new strategy.

Investment policy and performance

The rationale for this is that trustees have a duty to use the charitable assets to further the charity's aims, which in the case of financial investments will usually involve seeking the maximum return consistent with commercial prudence and ethical policies, whilst ensuring a diversified portfolio.

Therefore, the trustees have decided that a mixed portfolio of property, investment fund(s) and cash is suitable for the Foundation.

The selected investment fund needed to be in line with the Foundation's aims, whilst providing a good risk/return profile.

The fund was deliberately chosen with ethical, environmental and sustainable criteria in mind.

Based on this the CCLA Charities Ethical Investment Fund <https://www.ccla.co.uk/funds/coif-charities-ethical-investment-fund> is being used.

Unfortunately, due to the adverse economic conditions, especially in Q1 of 2025, the investments decreased by £0.2m. The performance of the investments continues to be reviewed to ensure they are still optimal for the charity.

STRUCTURE, GOVERNANCE & MANAGEMENT

Constitution

The Mental Health Foundation is constituted as a company limited by guarantee, Company Registration No. 02350846 (England and Wales), and is a registered charity, Charity Registration Nos. 801130 (England and Wales) and SC 039714 (Scotland).

Members' liability

In the event of the charitable company being wound up during the period of membership or within the year following, company members are required to contribute an amount not exceeding £1.

Trustees

The trustees constitute directors of the charitable company for the purposes of the Companies Act 2006 and are also members of the charitable company.

Trustees are appointed for an initial three-year term and may be re-elected for a further three-year period. In exceptional circumstances the Board may resolve that a trustee may serve one further term of a maximum of three years. At any one time there must be a minimum of three trustees.

The recruitment of trustees is carried out by the Finance, People & Governance Committee which recommends individuals to be appointed by the Board as a whole. New trustees are sought through a number of different routes - from time-to-time trustee posts may be advertised.

Trustee induction and training

New trustees' induction is carried out by the Chair and Chief Executive and they are additionally invited to spend time with any department of the Foundation in which they are interested. Training is provided as required.

Trustee meetings

The trustees must hold at least four Board meetings each year. In addition, the Board has three sub-committees which usually meet quarterly: Finance, People & Governance, Fundraising & Communications, and Public Mental Health.

Statement of trustees' responsibilities

The trustees (who are also directors of the Mental Health Foundation for the purposes of company law) are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the

group and of the income and expenditure of the charitable company and the group for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102);
- make judgements and estimates that are reasonable and prudent;

state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that:

- so far as the trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Management arrangements

The trustees delegate the management of the Foundation to the staff team led by the Chief Executive and the senior management team (SMT). The Chief Executive has been in place since October 2018. The remaining four members of the SMT have been in place for at least 18 months.

Appointment policy

The Mental Health Foundation is an equal opportunities employer and applies objective criteria to assess merit. It ensures that no job applicant or employee receives less favourable treatment on the grounds of age, race, colour, nationality, religion, ethnic or national origin, gender, marital status, sexual orientation or disability.

Selection criteria and procedures are reviewed regularly to ensure that individuals are appointed and promoted on the basis of their relevant merits and abilities.

Remuneration policy

The Mental Health Foundation is committed to ensuring a fair and equal remuneration process for all staff so that we can ensure all staff are paid appropriately for the work they do for us. The key management personnel of the charity comprise the trustees and the senior management team (SMT). The overall responsibility of the charity lies with the trustees who have delegated the day-to-day management of the charity to the SMT.

Responsibility for setting the salary of the CEO rests with the trustees, following discussion with the Chief Operating Officer. Responsibility for setting all other salaries also rests with the trustees but will be based on a proposal from SMT.

The Foundation has a pay and benefits system which provides a clear structure for salaries for new appointments and for salary progression for existing staff as well as clear criteria for evaluating and benchmarking new and changing roles for equitable pay.

The Foundation is signed up to the Living Wage Foundation and ensures all employees are paid at least the London Living Wage regardless of where they are based.

Pension arrangements

The Foundation operates a non-contributory individual money-purchase scheme for all eligible members of staff, contributing 10% of pensionable salary to each employee's fund. Employees can additionally choose to make employee contributions to their pension. The scheme is fully compliant with auto-enrolment regulations.

In line with our recognition that our activities have an environmental impact, our environmental policy lays out our commitment to sustainability in our practices from a people, financial and environmental perspective. To this end, because where pension schemes have their finances invested can be a leading contribution to the climate crisis, we have our pension scheme with Cushon (<https://www.cushon.co.uk/info/pension>) which runs a Net Zero scheme.

Project delivery

Projects are delivered through a combination of in-house and external research, practice development, publications and other dissemination activities. Projects are supported by advisory committees of experts if required. The Foundation has well-developed links with central and devolved nations governments, health, local government, housing and social services bodies across the United Kingdom, as well as professional bodies, academic research centres and voluntary sector organisations. It is committed to partnership work wherever this will maximise effectiveness and impact.

The Foundation has working relationships with many organisations, as described above. These are carefully curated in order to add value to the nature and content of the programmes as effectively as possible.

Environmental management

The Foundation acknowledges the negative impact that the on-going consequences of the failure to systematically address the climate and ecological crisis is having, and will have, on the Mental Health of the Earth's population. Therefore, in line with our values of walking our talk we have ensured we are looking at all areas of our organisation to find ways to improve our impact on this man-made crisis.

The main areas where we aim to embed this are

Where we invest our pensions (<https://www.cushon.co.uk/info/pension>) and any investments (we invest with CCLA www.ccla.co.uk who have a strong ESG focus

Travel, where possible we ensure travel is done in a sustainable way with trains the default over planes.

Purchasing, we have a purchasing policy that embeds an ESG lens on decisions.

Our office footprint, we ensure that any purchased or rented offices have an environmental review and on-going we ensure energy used is renewable and waste/water is managed.

Risk management

The senior management team takes the lead in reviewing the key risks facing the Mental Health Foundation on a regular basis, after considering input from across the organisation. These are documented in a risk register, which is reviewed by the Finance, People & Governance Committee and approved by the trustees at least annually.

The risk register is updated to reflect recent operational and financial developments, strategic annual organisational objectives, and changes in the external environment. Each risk item is analysed according to its perceived potential impact and likelihood of occurrence, together with actions that either have been, or will be, taken in mitigation.

The principal risks currently facing the organisation are the same as last year, with vulnerability to a cyber attack being the most prominent:

- Vulnerability to cyber attack
- Political and Societal uncertainty leading to a decreased focus on Mental Health.
- Not being able to demonstrate the impact of the work we do

The plans and strategies for managing these risks are:

- Unfortunately, cyber attacks are a regular occurrence in society and for businesses employees clicking on links is the number 1 risk. Therefore, we have implemented improved spam filtering software and we are in the process of implementing a new programme for phishing simulation to increase staff awareness. We continue to have training for staff especially highlighting the risk of clicking on links in emails and have Multi Factor authentication in place. Cyber Essentials accreditation is currently being undertaken with a view to doing next level accreditation in due course.
- The Foundation continues to push for lasting change for the prevention agenda, engaging with all players in the political spectrum at a UK and national level. Following the UK elections in 2024 we have been able to secure new connections to help us achieve this and will look to do the same in devolved nations elections in 2026.

- To help us ensure we have a combined focus across MHF we use OKRs (Objectives and Key Results) to measure impact. These have helped to ensure that we are directly addressing our strategic objectives, can measure impact and can effectively communicate this. As part of the process for implementing our new strategy we are focusing on ensuring we will be able to measure impact as effectively as possible in what is a different arena for measuring impact.

The trustees have confirmed that there are procedures in line with key risks and other identified risks to prevent or manage their effects. These procedures include implementation of control systems and processes throughout the entire organisation, the transfer of risk to external insurers, and the management of risks that cannot be avoided.

The trustee's report, prepared under the Charities Act 2011, which also contains all information required in a director's report by the Companies Act 2006, and the incorporated strategic report, prepared under the Companies Act 2006, were approved by and signed on behalf of the trustees.



AISHA SHEIKH-ANENE

Chair of Trustees

19.09.2025

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES AND MEMBERS OF THE MENTAL HEALTH FOUNDATION

Opinion

We have audited the financial statements of The Mental Health Foundation (the 'charitable company') for the year ended 31 March 2025 which comprise of the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the strategic report and the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1) (c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the Charity and the sector in which it operates and considered the risk of the Charity not complying with the relevant laws and regulations including fraud in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements, including financial reporting, and tax legislation. In relation to the operations of the Charity this included compliance with the Charities Act 2011, SORP 2019 and Charities and Trustee Investment (Scotland) Act 2005.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

Reviewing minutes of Board meetings, reviewing any correspondence with the Charity Commission, agreeing the financial statement disclosures to underlying supporting documentation, enquiries of management and officers of the Charity and a review of the risk management processes and procedures in place. We have also reviewed the procedures in place for the reporting of any incidents to the Trustee Board including serious incident reporting of these matters as necessary with the Charity Commission.

Management override: To address the risk of management override of controls, we carried out testing of journal entries and other adjustments for appropriateness. We reviewed systems and procedures to identify potential areas of management override risk.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



MICHAEL COOPER-DAVIS FCCA ACA
(Senior Statutory Auditor)
For and on behalf of
Price Bailey LLP
Chartered Accountants
Statutory Auditors

3rd Floor,
24 Old Bond
St, Mayfair,
London

9 October 2025

CHARITY STATEMENT OF FINANCIAL ACTIVITIES

(INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR TO 31 MARCH 2025

	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	Total 2025 funds £'000	Total 2024 funds £'000
Income from:							
Donations		1,547	80	—	—	1,627	1,607
Legacies		1,508	—	—	—	1,508	1,894
Fundraising events		926	—	—	—	926	743
Investments		158	—	—	—	158	176
Charitable activities							
- Statutory grants receivable	1	—	1,325	—	—	1,325	918
- Other grants	1	—	991	—	—	991	1,415
- Charitable trading activities	2	127	21	—	—	148	217
Total income		4,266	2,417	—	—	6,683	6,970
Expenditure on:							
Raising funds		1,484	—	—	—	1,484	1,822
Charitable activities							
- Mental Health Programmes	3	1,550	1,629	176	—	3,355	4,109
- Information, education, dissemination and advisory services programme		1,668	841	3	—	2,512	2,260
Total expenditure		4,702	2,470	179	—	7,351	8,191
Operating (expenditure) for the year before transfers		(436)	(53)	(179)	—	(668)	(1,221)
Unrealised gains (losses) on investment		(186)	—	—	—	(186)	472
Net (expenditure) for the year before transfers	6	(622)	(53)	(179)	—	(854)	(749)
Transfers between funds	14	(2,772)	(2)	2,774	—	—	—
Net movement in funds		(3,394)	(55)	2,595	—	(854)	(749)
Reconciliation of funds:							
Funds brought forward at 1 April		6,776	904	6,362	45	14,087	14,836
Funds carried forward at 31 March		3,382	849	8,957	45	13,233	14,087

All of the charity's activities derived from continuing operations during the above two financial periods.

A full comparative statement of financial activities for the previous year is shown in the appendix to these financial statements.

BALANCE SHEETS

AS AT 31 MARCH 2025

	Notes	Charity	
		2025 £'000	2024 £'000
Fixed assets			
Tangible assets	10	5,988	6,200
Investments	11	4,367	4,951
		10,355	11,151
Current assets			
Debtors	12	2,627	3,350
Short term deposits		803	262
Cash at bank and in hand		326	260
		3,756	3,872
Liabilities			
Creditors: amounts falling due within one year	13	(878)	(936)
Net current assets		2,878	2,936
Total net assets		13,233	14,087
Represented by:			
Funds and reserves			
Income funds			
Unrestricted funds		3,382	6,776
Designated funds	15	3,000	200
Fixed asset Funds		5,957	6,162
Restricted funds	14	849	904
		13,188	14,042
Capital funds			
Permanent endowment funds	16	45	45
		13,233	14,087

Signed on behalf of the
Trustees by:



AISHA SHEIKH-ANENE
Chair of Trustees

Mental Health Foundation, Company Limited by Guarantee
Registration Number 02350846 (England and Wales)

Approved by the Trustees on 19 September 2025

STATEMENT OF CASH FLOWS

YEAR TO 31 MARCH 2025

	Notes	2025 £'000	2024 £'000
Cash flows from operating activities:			
Net cash (used in) operating activities	A	74	(1,594)
Cash flows from investing activities:			
Investment income received		158	177
Purchase of tangible fixed assets		(24)	(233)
Transfer to short term cash investments		(540)	(262)
Long term cash investment disposals		400	1,650
Net cash provided by investing activities		(7)	1,332
Change in cash and cash equivalents in the year		67	(262)
Cash and cash equivalents at 1 April 2024	B	259	522
Cash and cash equivalents at 31 March 2025	B	326	260

Notes to the statement of cash flows for the year to 31 March 2024.

A Reconciliation of net movement in funds to net cash provided by operating activities

	2025 £'000	2024 £'000
Net movement in funds (as per the statement of financial activities)	(853)	(769)
Adjustments for:		
Depreciation charge for the year	236	215
Investment income receivable	(158)	(177)
Unrealised investment (gain) loss	185	(472)
Disposal of Mental Health at Work CIC		4
Decrease (increase) in debtors	723	(44)
Increase in creditors	(59)	(351)
Net cash (used in) operating activities	(74)	(1,594)

B Analysis of cash and cash equivalents

	2025 £'000	2024 £'000
Total cash and cash equivalents:		
Cash at bank and in hand	326	260
Short term cash investments	803	262

No separate statement of changes in net debt has been prepared as there is no difference between the movements in cash and cash equivalents and movement in net cash (debt).

PRINCIPAL ACCOUNTING POLICIES

Basis of accounting

These financial statements have been prepared for the year to 31 March 2025 with comparative information provided in respect to the year to 31 March 2024.

The financial statements have been prepared under the historical cost convention with items initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to the financial statements.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in sterling and are rounded to the nearest thousands.

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of at least one year from the date of approval of these financial statements.

The trustees have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

Income recognition

Income is recognised in the period in which the charity is entitled to receipt, the amount can be measured reliably, and it is probable that the funds will be received.

Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

Income comprises donations, legacies, income from fundraising events, interest receivable, investment income, grants and other trading income.

Donations and income from events are recognised when the charity has confirmation of both the amount and settlement date. In the event of donations pledged but not received, the amount is accrued for where the receipt is

considered probable. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are included in the statement of financial activities when the charity is entitled to the legacy, the executors have established that there are sufficient surplus assets in the estate to pay the legacy, and any conditions attached to the legacy are within the control of the charity. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

Entitlement is taken as the earlier of the date on which either:

- the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor to the charity that a distribution will be made; or
- a distribution is received from the estate.

Where legacies have been notified to the charity, or the charity is aware of the granting of probate, but the criteria for income recognition have not been met, the legacy is treated as a contingent asset and disclosed if material. In the event that the gift is in the form of an asset other than cash, or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title of the asset having been transferred to the charity.

Grants and donations from government, other statutory agencies and charitable bodies are included as income from charitable activities where these amount to a contract for service or where they are specific to particular activities. Along with income of a contractual nature and income generated from trading and commercial sources, they are recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured. All such income is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Other trading income is recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured.

Investment income is recognised once the dividend or interest has been declared and notification has been received of the amount due.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings. The classification between activities is as follows:

- Expenditure on raising funds include the salaries, direct costs and support costs associated with generating donated income.
- Expenditure on charitable activities, including grants payable, comprises expenditure on the charity's primary charitable purposes as described in the trustees' report.

Welfare grants payable to individuals are included in the statement of financial activities when approved.

Grants or award funding to institutions are included in full in the statement of financial activities when the award agreement has been returned, completed and signed, by the recipient. Small final instalments of some award grant payments are subject to receipt of a satisfactory final report on the award project.

Allocation of support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprise the costs involving the public accountability of the charity (including audit costs) and costs in respect to its compliance with regulation and good practice.

Support costs and governance costs are apportioned using percentages based on the time spent on the activities by the employees of the charity.

Tangible fixed assets

All assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised.

Expenditures related to the purchase and replacement of fixtures and fittings are capitalised and depreciated using a straight-line method over a period of 5 years. Computer and office equipment are depreciated over 4 years, allowing each asset to be written off according to its estimated useful life.

Property is depreciated using the diminishing value method at a 2% rate, while costs related to property refurbishments are depreciated over 20 years on a straight-line basis.

Investments

Cash deposits held in interest earning accounts and held for the long term are classified as fixed asset investments.

Investments in unlisted companies are included on the balance sheet at a valuation determined by the trustees, calculated having regard to the net asset value of the relevant company at the balance sheet date.

Listed investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Investment gains and losses are recognised in the statement of financial activities.

The Foundation does not acquire complex financial instruments.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. Debtors have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as current asset investments. Cash placed on deposit for more than one year is disclosed as a fixed asset investment.

Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt.

They have been discounted to the present value of the future cash payment where such discounting is material.

Fund structure

The general fund comprises those monies which may be used towards meeting the charitable objectives of the charity and may be used at the discretion of the trustees.

The designated funds represent assets set aside by the trustees to be applied in future years towards specific purposes.

The restricted funds are monies raised for a specific purpose, or donations subject to donor-imposed conditions.

The permanent endowment funds comprise monies which must be held as capital indefinitely. The income therefrom is used in accordance with the terms of each individual endowment (note 16).

Pension costs

Contributions to employees' personal pension plans and in respect to defined contribution schemes are charged to the statement of financial activities in the year in which they are payable to the relevant scheme.

Leased assets

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged on a straight-line basis over the lease term.

Critical accounting estimates and areas of judgement

Preparation of the financial statements requires the trustees to make significant judgements and estimates.

The items in the financial statements where these judgements and estimates have been made include:

- Estimating the useful economic life of tangible fixed assets for the purposes of calculating the depreciation charge;
- Estimating the recoverability of debtors and determining any necessary provision for bad or doubtful debts;
- Estimating the future income and expenditure streams which underpin the going concern assumption;
- Estimating the probability and value of legacy distributions; and
- Determining the basis for the allocation of support and governance costs across the charitable key areas of activity as shown in note 3.

NOTES TO THE FINANCIAL STATEMENTS

31 MARCH 2025

1. INCOME FROM: GRANTS RECEIVABLE

	2025 £'000	2024 £'000
Statutory grants		
Scottish	960	597
English and Welsh	365	321
	1,325	918
Other grants	931	1,415
	2,315	2,333
The income from grants relate to the following charitable activities:		
	2025 £'000	2024 £'000
Mental Health Programmes	1,573	1,673
Information, education, dissemination and advisory services programme	683	660
	2,256	2,333
Statutory grants receivable comprise:		
	2025 £'000	2024 £'000
Scottish		
Anti-Poverty Research Partnership (Scottish Government)	31	10
Beyond Visibility (Glasgow City Council)	30	29
Go See Share (Creative Scotland)	4	—
Elevate (Scottish Government)	59	60
Scottish Government Mental Health Ref Group (Scottish Government)	96	115
Scottish Mental Health Arts and Film Festival (SMHAFF) (Creative Scotland)	92	—
Scottish Mental Health Arts and Film Festival (SMHAFF) (NHS Greater Glasgow & Clyde)	5	—
Scottish Mental Health Arts and Film Festival (SMHAFF) (NHS Lothian)	10	—
Scottish Mental Health Arts and Film Festival (SMHAFF) (Scottish Association for Mental Health)	1	—
Scottish MH Res Network (NRS Mental Health Network)	10	9
Stigma (Scottish Association for Mental Health)	114	100
Stigma (Scottish Government)	12	—
Targeted 22-23 EDI Programme (Creative Scotland)	31	—
The Children Young People Families and Adult Learning (Scottish Government)	95	78
Together to Thrive - Youth MH Task Sharing (Dundee City Council)	157	—
VOX (Scottish Government)	213	196
	960	597
English and Welsh		
Becoming a Man (Islington Council)	212	206
Becoming a Man (London Borough of Lambeth)	38	113
Creating Connections (Department of Health and Social Care)	109	2
Hapus Comms (Public Health Wales)	6	—
	365	321
Total Statutory Grants	1,325	918

1. INCOME FROM: GRANTS RECEIVABLE (CONTINUED)

Other grants comprise (by funder):

	2025 £'000	2024 £'000
National Lottery funding	113	71
Northern Ireland – Community Fund (Spring Flowers)	—	10
Scotland – Heritage Fund (Art of Family Life)	73	—
Scotland – Heritage Fund (Our Power: Collectively Challenging Racist Microaggressions)	—	61
Scotland – Community Fund (Reclaiming Our Power)	34	—
Scotland – Community Fund (Single Parents Wellbeing - Thrive)	6	—
Barnardo's	33	88
CPPSP MH & Wellbeing Evaluation Phase 3	33	88
Pinterest	368	363
Digital Image Library	—	60
Mental Health Awareness Week 2024	368	303
Manolo Blahnik Foundation	60	—
Family Zone	23	—
Parent Champion Group	37	—
Other grants comprise (by project)		
Scottish Mental Health Arts and Film Festival (SMHAFF)	32	53
Baring Foundation	10	8
Creative Scotland (reallocated to Statutory grant)	—	45
Glasgow Film Theatre	7	—
University of Glasgow	12	—
Other grants	3	—
Peer Education	—	22
University of Bristol	—	22
Becoming a Man	140	522
Constance Travis Charitable Trust	60	60
Movember	80	200
Youth Endowment Fund	—	262

CONTINUED

1. INCOME FROM: GRANTS RECEIVABLE (CONTINUED)

	2025 £'000	2024 £'000
Other grants >£25,000		
Baring Foundation (Art and Mental Health Resources Development)	—	27
King's College London (PROMISE Network)	32	—
Monday Charitable Trust (Bridges to Belonging)	100	100
Motability (Transport and Public Mental Health)	—	30
Single Parents Wellbeing (Mind Our Future - Single Parents)	27	—
Other grants <£25,000		
Aberlour Childcare Trust	20	30
Community Development and Health Network	—	5
Gowling WLG (UK) Charitable Trust	3	—
Healthy Living Centre Alliance	5	—
Richer Sounds	20	—
Single Parents Wellbeing CIC (National Lottery Community Fund)	—	23
Single Parents Wellbeing	2	—
T.U.U.T Charitable Trust	25	58
Ulster Garden Villages	—	3
University of Glasgow	—	19
University of Strathclyde	9	—
University of York	—	1
Westhill Endowment	2	—
Other grants <£25,000	—	—
	991	1,415

The Charity has also received free legal advice valued at £11,025 (2024: £82,052) and free advertising space valued at £245,279 (2024: none).

2. INCOME FROM: CHARITABLE TRADING ACTIVITIES

	2025 £'000	2024 £'000
Publications and merchandise	67	123
Training	7	8
Contract	7	49
Other	67	37
Charity total	148	217

Of the above, £7,000 of contract, £4,000 training and £10,000 of other income related to restricted funds.
(2024: £5,300 of publications, £46,700 of contract, £4,900 of other income related to restricted funds).

3. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct costs £'000	Support costs (note 5) £'000	Total 2025 £'000	Direct costs £'000	Support costs (note 5) £'000	Total 2024 £'000
Mental Health Programmes	2,549	806	3,355	3,059	1,050	4,109
Information, education, dissemination and advisory services programme	2,204	308	2,512	1,978	282	2,260
	4,753	1,114	5,867	5,037	1,332	6,369

Direct costs comprise:

	Staff costs £'000	Other costs £'000	Total 2025 £'000	Staff costs £'000	Other costs £'000	Total 2024 £'000
Mental Health Programmes	2,108	441	2,549	2,409	650	3,059
Information, education, dissemination and advisory services programme	910	1,295	2,204	775	1,203	1,978
	3,018	1,735	4,753	3,184	1,853	5,037

4. GOVERNANCE COSTS

	2025 £'000	2024 £'000
Legal and professional fees	24	39
Trustees' expenses and other trustee related costs	3	4
Charity total	27	43

All governance costs relate to unrestricted funds.

5. SUPPORT COSTS

	Office £'000	IT £'000	Finance £'000	Human resources £'000	Total 2025 £'000
Costs of raising funds	147	30	50	43	270
Mental Health Programmes	440	88	148	130	806
Information, education, dissemination and advisory services programme	168	34	57	49	308
	755	152	255	222	1,384

	Office £'000	IT £'000	Finance £'000	Human resources £'000	Total 2024 £'000
Costs of raising funds	148	45	46	59	298
Mental Health Programmes	520	158	164	208	1,050
Information, education, dissemination and advisory services programme	140	43	44	55	282
	808	246	254	322	1,630

Support costs are allocated to the activities they are supporting on the basis of the number of staff working on each activity.

6. NET INCOME

This is stated after charging:

	2025 £'000	2024 £'000
Staff costs (note 7)	4,428	4,568
Depreciation	231	215
Auditor's remuneration		
- Audit	18	19
Operating lease rentals		
- Land and buildings	36	100
- Equipment	1	—

7. STAFF COST

	2025 £'000	2024 £'000
Wages and salaries	3,688	3,820
Social security costs	381	387
Other pension costs	359	361
	4,428	4,568
Agency and temporary staff	—	—
	4,428	4,568

The average monthly number of employees (including temporary staff) during the year was 96 (2024: 110).

Redundancy payments of £3,918 were paid during the year (2024: £116,545).

The number of employees who earned £60,000 per annum or more (including taxable benefits but excluding employer pension contributions) during the year was as follows:

Group	2025 No.	2024 No
£60,000 - £70,000	2	3
£70,000 - £80,000	—	1
£80,000 - £90,000	3	2
£100,000 - £110,000	—	1
£110,000 - £120,000	1	—

Employer contributions made to a money purchase scheme in respect of the above employees during the year amounted to £49,848 (2024: £53,619).

The key management personnel in charge of directing, controlling, running and operating the group on a day-to-day basis comprise the trustees together with the Chief Executive, the Director for England, the Director for Scotland, Wales and Northern Ireland, the Director of Fundraising and Communications, and the Chief Operating Officer. The total remuneration payable to key management personnel during the year was £521,825 (2024: £502,222).

8. TRUSTEES' REMUNERATION, EXPENSES AND DONATIONS

No trustee received any remuneration in respect of their services as a trustee during the year (2024: none). Expenses reimbursed to, or paid on behalf of, trustees during the year were as follows:

	2025		2024	
	No of trustees	Aggregate amount £'000	No of trustees	Aggregate amount £'000
Travel, expenses and other	6	2	8	3

The trustees have taken out trustee indemnity insurance to cover the liability which by virtue of any rule of law would otherwise attach to the trustees in respect of any negligence, default, breach of trust or breach of duty of which they may be guilty in relation to the Foundation. The premium paid by the charity during the year amounted to £12,442 (2024: £12,435) and provided cover of £1,000,000 (2024: £1,000,000).

The charity did not receive any donations from trustees during the year (2024: £2,078).

9. TAXATION

The Mental Health Foundation is a registered charity and, therefore, is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

10. TANGIBLE FIXED ASSETS

	Property £'000	Fixtures, fittings and equipment £'000	Total £'000
Cost			
At 1 April 2024	6,350	335	6,685
Additions	—	19	19
Disposals	—	(29)	(29)
At 31 March 2025	6,350	325	6,675
Depreciation			
At 1 April 2024	332	153	485
Charge for the year	159	72	231
Disposals	—	(29)	(29)
At 31 March 2025	491	196	687
Net book values			
At 31 March 2024	6,018	182	6,200
At 31 March 2025	5,859	129	5,988

11. INVESTMENTS

	2025 £'000	2024 £'000
Listed investments		
Market value at 1 April	4,951	6,129
Additions at cost	—	—
Disposals at cost	(398)	(1,650)
Net unrealised investment (losses) gains	(186)	472
Market value at 31 March	4,367	4,951
Cash deposits – current asset	803	262
	5,170	5,213
	—	—
Historic cost of listed investments	3,650	4,050

Individual holdings representing more than 5% of the market value of the portfolio at the balance sheet date are as follows:

	2025 £'000	2024 £'000
COIF Charities Ethical Investment Fund	4,367	4,951

The charity holds 7,227 1p shares in Helpcards Holdings Limited, comprising 1.23% of the share capital. The shares have been valued by the trustees having regard to the company's net assets as at 31 March 2025.

12. DEBTORS

	2025 £'000	2024 £'000
Trade debtors	52	81
Prepayments	301	294
Accrued income	689	244
Other debtors	19	25
Legacy notifications	1,566	2,706
	2,627	3,350

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £'000	2024 £'000
Expense creditors	332	382
Other creditors	139	135
Service delivery deferred income	77	126
Fundraising events deferred income	172	125
Accruals	158	168
	878	936

Deferred income includes the following income received in advance to carry out the activities in the next financial year: Grant from Creative Scotland (£75,400) and from the Mackintosh Foundation (£1,500) for delivery of the Scottish Mental Health Arts Festival in 2025.

Deferred income also includes income for the following fundraising events postponed to the next financial year: London Marathon 2025: £81,891; Edinburgh Marathon 2025 £17,169; London Landmarks Half Marathon 2025: £39,509; Great North Run 2025: £8,205; Berlin Marathon 2025: £7,196 and Mental Health Awareness Week 2025 skydive: £17,665.

Deferred income

Group and charity	At 1 April 2024 £'000	Released £'000	New resources deferred £'000	At 31 March 2025 £'000
Service delivery deferred income	126	(126)	77	77
Fundraising events deferred income	125	(125)	172	172
	251	(251)	249	249

14. RESTRICTED FUNDS

The income funds of the charity and group include restricted funds comprising the following donations and grants held on trust to be applied for specific purposes:

	At 1 Apr 2024 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2025 £'000
Anti Poverty Research Partnership	—	31	(31)	—	—
Art of Family Life	—	78	(11)	—	67
Arts & MH Resource Development	13	—	(13)	—	—
Barnardo's CPPSP MH & Wellbeing Evaluation Phase 3	20	33	(53)	—	—
Becoming a Man (CTCT)	30	60	(47)	—	43
Becoming a Man (Islington Council)	60	212	(192)	—	80
Becoming a Man (Lambeth Council)	19	38	(57)	—	—
Becoming a Man (Movember)	113	80	(182)	—	11
Belonging	—	3	(3)	—	—
Better Times Together	—	5	(5)	—	—
Beyond Visibility	—	30	(30)	—	—
Bridges to Belonging	84	100	(108)	6	82
Corporate restricted income	—	120	—	(120)	—
Creating Connections	—	109	(109)	—	—
CYPFAL	—	95	(93)	(2)	—
Digital Image Library	21	—	(21)	—	—
Elevate	—	60	(57)	—	3
Family Zone	—	20	(7)	23	36
Future Learn	32	—	(23)	(9)	—
Go See Share	—	4	(4)	—	—
Hapus Comms	—	7	(1)	—	6
Impact of Racism on MH	22	—	—	—	22
J Sinson	7	—	—	—	7
Men — MINDs	—	9	(6)	—	3
MHAW 2024	211	1	(212)	—	—
MHAW 2025	—	233	(70)	—	163
Mind Our Future — Single Parents	2	27	(29)	—	—
Our Power: Collectively Challenging Racist Microaggressions	34	—	(34)	—	—
Parent Champion Group	4	—	(5)	37	36
Peer Group Mentoring in Angus	21	20	(41)	—	—
Programmes Evaluation	20	—	(7)	—	13
PROMISE Network	—	32	(32)	—	—
Reclaiming Our Power	—	34	(27)	6	13
Refugee Communications Project	50	—	(34)	—	16
Research Consultancy NI	2	4	(3)	—	3
Restricted Legacies — Research	31	—	(31)	—	—

CONTINUED

14. RESTRICTED FUNDS (CONTINUED)

	At 1 Apr 2024 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2025 £'000
	—	115	(115)	—	—
Scottish Government Mental Health Ref Group	—	96	(95)	—	1
Scottish Mental Health Arts Festival	—	152	(143)	1	10
Scottish MH Res Network	—	10	(10)	—	—
SOCTIS	6	—	(3)	—	3
Spring Flowers	6	—	(1)	(5)	—
SPW —Thrive	—	9	(8)	—	1
Stigma	4	126	(119)	—	11
State of Nation	—	—	—	10	10
Talking Heads	2	—	—	(2)	—
Targeted 22 — 23 EDI Programme	2	31	—	—	33
Together to Thrive Phase 2	—	157	(136)	2	23
Transport and Public Mental Health	16	—	—	—	16
Trauma Informed Relationship Simplyhealth	—	10	(60)	50	—
UOK	72	170	(105)	—	137
VOX	—	214	(214)	—	—
	904	2,417	(2,470)	(2)	849

14. RESTRICTED FUNDS (CONTINUED)

	At 1 Apr 2023 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2024 £'000
Anti Poverty Research Partnership	—	10	(10)	—	—
Arts & MH Resource Development	—	27	(14)	—	13
Barnardo's CPPSP MH & Wellbeing Evaluation Phase 3	49	88	(118)	—	19
Becoming a Man	—	262	(262)	—	—
Becoming a Man (CTCT)	—	60	(30)	—	30
Becoming a Man (Islington Council)	44	206	(190)	—	60
Becoming a Man (Lambeth Council)	—	113	(93)	—	20
Becoming a Man (Movember)	73	200	(160)	—	113
Belonging	—	43	(43)	—	—
Beyond Visibility	—	29	(29)	—	—
Bridges to Belonging	—	100	(16)	—	84
Corporate restricted income	—	383	—	(383)	—
COVID Research	—	—	(1)	1	—
COVID Response Programme - Home	96	—	(96)	—	—
Creating Connections	—	2	(2)	—	—
CYPFAL	—	78	(78)	—	—
Digital Image Library	—	—	(39)	60	21
Elevate	0	60	(60)	—	—
Future Learn	95	—	(63)	—	32
Impact of Racism on MH	—	—	—	22	22
J Sinson	7	—	—	—	7
Learning Partner	16	3	(10)	(9)	—
MHAW 2024	—	—	(92)	303	211
Mind Our Future - Single Parents	5	23	(26)	—	2
My Life My Future	9	—	(10)	1	—
Our Power: Collectively Challenging Racist Microaggressions	—	61	(27)	—	34
Parent Champion Group	—	—	(16)	20	4
Peer Education Project	69	28	(49)	(48)	—
Peer Group Mentoring in Angus	7	30	(17)	—	20
Primary School Programme	20	—	—	—	20
Refugee Communications Project	74	—	(23)	—	51
Research Consultancy NI	—	4	(2)	—	2
Restricted Legacies - Helen Oliver	21	—	—	(21)	—
Restricted Legacies - Research	93	—	(61)	(1)	31

CONTINUED

14. RESTRICTED FUNDS (CONTINUED)

	At 1 Apr 2023 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2024 £'000
Scottish Government Mental Health Ref Group	—	115	(115)	—	—
Scottish Mental Health Arts Festival	25	66	(92)	1	—
Scottish MH Res Network	—	9	(9)	—	—
SOCTIS	—	19	(13)	—	6
Spring Flowers	—	18	(12)	—	6
Stigma	3	100	(99)	—	4
Talking Heads	10	—	(8)	—	2
Targeted 22-23 EDI Programme	4	—	(2)	—	2
Transport and Public Mental Health	8	29	(21)	—	16
UOK	78	59	(113)	48	72
VOX	—	196	(196)	—	—
Youth Mental Health Task Sharing	59	—	(85)	26	—
	865	2,421	(2,402)	20	904

Anti-Poverty Research Partnership

The Mental Health Foundation and Poverty Alliance Partnership project is funded by Scottish Government, to understand training and support needs of Poverty Alliance member organisations, informing the development of a capacity building model around preventative approaches to mental health.

Art of Family Life

A two-year arts, oral history and heritage project, started in January 2025. This project will document the intangible cultural heritage of family practices within refugee communities in Scotland and explore how the connection to that heritage benefits personal and family wellbeing set against a background of displacement, intergenerational trauma, the hostile environment and finding hope and belonging.

Arts and Mental Health Resource Development

Performing Anxiety is a new resource for people who want to make audience-facing or participatory arts projects about mental health. It draws on interviews with over 30 people – writers, performers, directors, producers and programmers – across the UK, many of whom have done pioneering work in this field in recent years.

The resource includes a user-friendly good practice guide, and covers autobiographical work, participatory work, safer working environments, leadership, and more.

Performing Anxiety was created by the Scottish Mental Health Arts Festival and the Mental Health Foundation, with funding from the Baring Foundation.

Barnardo's CPPSP MH & Wellbeing Evaluation Phase

The evaluation of the Barnardo's Core Priority Programme in Mental Health and Wellbeing finished in summer 24. This was commissioned by Barnardo's to gain insights and learning from the implementation of a systems-change approach in infant, children and young people's mental health services in three localities – North Tyneside (England), Renfrewshire (Scotland) and South Eastern Trust (Northern Ireland). The overarching aim of the programme is to demonstrate the added value of a strategic partnership approach facilitated by the third sector to improving child and young people's mental health. The final reports bring together learning from across the previous 5-year evaluation and learning partnership. The four final reports include a focus on the key 'building blocks' which outlines the core aspects required to facilitate systems change within infant, child and youth mental health systems. There are also three local area reports that utilise mixed methodology to measure progress towards locally agreed outcomes. The reports are now available.

Becoming a Man

Pioneered by USA based Youth Guidance BAM is a 2-year programme that aims to prevent poor mental health and adverse life outcomes in young men who face disadvantage and experience inequality that can put them at greater risk of harm. Delivered in the UK by MHF since 2020 it empowers young men to internalise 6 core values: integrity, accountability, self-determination, respect for women, visionary goal setting & positive anger expression. During 2024-25 we strengthened our partnership in the London Borough of Islington and continued our delivery in 3 schools where we offered a range of BAM interventions working with over 150 young men and boys. We would like to thank our funding partners, Islington Council, Movember Foundation and the Constance Travis Charitable Trust for their ongoing support towards supporting the health and wellbeing of young men in Islington.

Better Times Together

The Wee Group Peer Support Project (Better Times Together) helps people with long-term health conditions by providing peer support to improve their mental health and well-being. Started in January 2025 and funded by the National Lottery, the four-year project is a partnership between Healthy Living Centre Alliance (HLCA), the Mental Health Foundation, and the Northern Area Community Network HLC (NACN). It will introduce a structured Peer Support Programme in 12 Healthy Living Centres, mainly in rural areas.

Year one of the project focuses on developing Peer Group Facilitators in 12 Healthy Living Centres across Northern Ireland. Facilitators will only start setting up the groups after completing the training and development. Working with people with long-term conditions in their community, the facilitators will develop the groups over the following four years.

The aim is to create lasting peer support networks for over 300 people with long-term health conditions, supported by experienced facilitators and led by the community.

Beyond Visibility

The project (funded by Glasgow City Council's Communities Fund) has made connections with Glasgow Life and is working in partnership with their staff to increase the representation of people seeking asylum and refugees in civic life in Glasgow. Refugee communities have been able to add their voices to shaping future Library Services as well as collectively explore ways to encourage how communities could be more engaged with museums and galleries. The project has also worked with people seeking asylum and refugees to build their skills and confidence to participate on Community Engagement Forums for Health and Social Care Partnerships. The communities we work with recognise

the positive impact that having a voice and control over aspects of their lives, can have on their mental wellbeing. From our experience we see that many people from refugee backgrounds want to be part of decision-making processes and structures so they can help shape their own lives as well as the lives of other people in Scotland. By providing one to one mentoring to people, we have successfully managed to support people seeking asylum and refugees to contribute to Parent Councils over a period of 3 years. We will continue to build on the successes of our work in this area and use the accumulated learning and recommendations to widen our influence with civic groups and citywide bodies.

Bridges to Belonging

Through the Bridges to Belonging Project, we want to influence a significant change in how people from refugee backgrounds (primarily people going through the asylum process and those with refugee status) living across the devolved nations of the UK have access to support that positively impacts their mental health and wellbeing. We will work with our partners across the nations to challenge policies that cause distress and advocate for different methods based on the lived experiences of people from refugee backgrounds. This will include building an evidence base to advocate for policy change. We will adapt our existing approaches to work with people from refugee backgrounds across the nations to support the development of knowledge and skills that are rooted in positive mental health and create opportunities to build alliances and better support systems in the nations.

Children, Young People, Families and Adult Learning (CYPFAL)

Funding from the Corra Foundation has enabled us to scale and develop some of our core work in Scotland for children, young people and families. This has included refreshing and digitising our StressLESS resource for practitioners working with young people. The new revised StressLess was launched at a conference attended by practitioners and young people from across Scotland. Young people were at the core of shaping the StressLess resource.

Our Small Talk framework for those working with lone parents in the perinatal period has been picked up by a number of organisations that are seeking to embed this into their work. A seven part podcast series 'Small Talk, Big Change' is available to listen to on our website. Through conversation and expert insights, the podcast series delves into topics such as peer support, neurodiversity and CAMHS, the role of schools, co-regulation in parenting, the transformative power of the arts, and the impact of race and microaggressions.

Corporate restricted income

Corporate restricted income received is transferred to the relevant projects for which the funds are intended. In 2025, corporate restricted funds supported the following projects: Family Zone, Parent Champion Group, State of the Nation, and Trauma-Informed Relationship.

Creating Connections

Creating Connections is a project that has allowed us to expand existing delivery of facilitated peer support interventions, creating a safe space and increasing social connection. We targeted two groups at higher risk of suicide: young people, and young parents. Our outcomes were to prevent poor mental health through the creation of a safe space allowing individuals to understand their mental health, learn coping strategies to support them and increase social connectedness. We also aim to prevent escalation of poor mental health and reduce suicide-risk by increasing help-seeking behaviour and confidence to access specialist support.

We began the project in January 2024 with consultation to provide a suicide prevention lens to our existing work and continued throughout 2024/25 to deliver peer support interventions in community settings and colleges.

During 2024/25 we also delivered national workforce training to over 200 professionals who support young parents, to raise awareness of the additional barriers young parents face when accessing support, the role of peer support in addressing those barriers, most specifically in relation to suicide ideation.

We also worked closely with MMHA who were commissioned to deliver a social media campaign designed to raise awareness of the specific needs of young mothers.

To help key stakeholders adopt the recommendations from the work of Creating Connections, the project also included the development of materials aimed at helping professionals to increase their understanding of young mums' mental health needs, the importance of peer support and how to provide it effectively. These packs – aimed at policy makers, commissioners, service providers, and voluntary, community and social enterprises – include specific suggestions for each groups, as well as further information such as key statistics. These resources were downloaded over 1,200 times in the first month after release.

COVID Response Programme

Our Covid Response programme (CRP) worked with partner organisations to create new projects across the UK, targeting three beneficiary populations identified by our longitudinal Covid study as having more mental health challenges due to the pandemic: people with long-term conditions, lone parents and people from

racialised communities. From 2021 we committed £1m of our own funds to create new projects with existing partner organisations, attracting additional funds and in-kind support in the process. There were 3 new projects in Scotland, 2 in England, 4 in Wales and 1 in Northern Ireland. Now at an end the learning from these projects will be sustained, leaving a legacy of capacity-building, better mental health for the end beneficiaries and better mental health awareness amongst the staff and volunteers of partner organisations. Within our family of funded projects there are now services/projects embedded in our CRP partners including the Wee Group delivered through the Healthy Living Centre Alliance in Northern Ireland and adoption of the Young Parents Connect model by Nottingham City Council.

Digital Image Library

This project was implemented to provide a free-to-use digital image library that realistically depicts how people care for their mental health and that also uses citizen science to engage young people in mental health research.

Elevate

This Scottish Government funded project works alongside Police Scotland, transport, health and education services across Scotland to highlight the importance of including the voices of marginalised communities in planning their services and developing strategies. Elevate builds the skills, confidence and knowledge of people seeking asylum and refugees. 40 people completed an accredited community development and health course and subsequently engaged in key consultation opportunities including the Scottish Government's Mental Health Strategy. Some of the participants who successfully completed the course, gained confidence to pursue further education. In the context of the race riots across the U.K. recently, people seeking asylum have been targeted significantly by the far right. Elevate has challenged the far-right narrative. Our campaign 'This is what Hope looks like' tackles stereotypes and myths about people seeking asylum. Very recently, their stories were captured in the Boxes of Hope exhibition at the Kelvingrove Gallery, attracting wide media attention. The Boxes of Hope exhibition was co-produced by communities who spoke about what supports their mental wellbeing as New Scots but also talked about the adversity and heartache faced when they arrive in Scotland, forced to leave children and other members of their families behind. Alongside other organisations, the Mental Health Foundation worked to successfully influence Scottish Government to commit to providing free bus travel for asylum seekers by 2026. Helpful mental wellbeing resources in various languages have been produced for people seeking asylum and refugees and feature on the MHF website.

Family Zone

Family Zone is a whole family approach, working with children and young people, who are living with a parent with a diagnosed mental illness. The programme uses a creative approach to working with young people and their parents, providing a non-judgmental space that allows them to explore their own feelings and express them in different ways, normalising discussions and reducing the stigma often associated with poor mental health. We also adopt a peer support approach, understanding the importance of increasing relational contact.

We hope to improve participants' understanding of mental health, empowering them with the confidence to use the project's tools and techniques to support good mental health. In addition, we aim to enhance parental confidence to meet child wellbeing needs and to talk appropriately about mental health with them as well as access other community activities for their children. The project works in partnership with London Borough of Southwark to deliver groups and we successfully delivered a pilot in early 2025. We will continue to deliver the groups through 2025 together with a summer workshop for the young people to give them the opportunity to explore the benefits of the programme using a creative approach.

Future Learn

Future Learn is an online learning platform where we are developing a suite of free to access e-learning courses aimed primarily at the social care, health and education sectors to better support professionals to understand, protect and sustain the mental health of those they work with. Learners will engage with the courses through articles, reflective exercises, interactive discussions, and case studies. These courses aim to create lasting learning legacies from our work across Programmes, Policy, and Research, and disseminate our work to wider audiences. Our portfolio of courses includes, 'Mental Health and Wellbeing in the Modern Workplace' and 'Confident Conversations: Supporting the emotional wellbeing of people living with long-term conditions' as well as a new course in development: 'An introduction to trauma informed working with refugees and asylum seekers.'

Go See Share

A knowledge exchange project and visit with Rendezvous With Madness festival (Workman Arts), one of the leading and longest running mental health arts festivals and organisations, based out of Toronto, Canada. This visit, undertaken by Rob Dickie, aimed to allow us to grow and innovate, contributing to the arts and mental health sectors in both Scotland and Canada. It has established an ongoing working relationship with Workman Arts.

Hapus Comms

Hapus is delivered by Public Health Wales in partnership with the Arts Council of Wales, Amgueddfa Cymru – Museum Wales, Cadw, National Trust Cymru, Natural Resources Wales, Sport Wales, Tempo, the Mental Health Foundation and the Welsh NHS Confederation.

Together, we want to:

- encourage people to prioritise their mental wellbeing, inspiring them to take action and focus on things that matter to them
- bring people together around a common cause, to improve mental wellbeing for people in Wales
- encourage individuals to prioritise their mental wellbeing on a day-to-day basis and to take part in community life.

Hapus partners received a one-off grant from PHW to support communications activity.

Impact of Racism on Mental Health

The aim of this research study is to gain better understanding of the impact of racism (and associated stigma) on the mental health and wellbeing of different minority ethnic communities. Also, to examine support systems, coping strategies and the impact of stigma on the ability of different racialised communities and individuals to cope with racism they experience in their everyday lives. This will lead to clear recommendations for action at policy, community, and individual levels. We are midway through the project with 12 focus groups undertaken and a survey to be launched in the autumn.

J Sinson

This fund represents an original donation of £10,000 in memory of Dr Janice Sinson, which is to be used for prizes in ongoing research competitions.

Men-MINDs

Men Minds was a unique research project, co-produced with young men who were justice-experienced, LGBTQ+, or asylum seekers/migrants. Men Minds aimed to better understand marginalised young men's mental health and to improve mental health policy, practice and research for young men. The Mental Health Foundation is a collaborator alongside the University of Strathclyde, as lead for the study, and University of Monash as fellow collaborator. The study was completed in summer 2025 with outputs now available, including a policy briefing, comic and short film outlining key findings Men Minds - Better mental health for young men.

Mental Health Awareness Week 2024

We used last year's Mental Health Awareness Week to empower people across the UK to explore movement as a simple, everyday way to support their mental health. The campaign resonated widely, sparking conversations and inspiring action in schools, workplaces, and communities.

Mind Our Future - Single Parents

The Mental Health Foundation is part of a partnership led by Single Parents Wellbeing, which secured funding from the National Lottery Community Fund through their Mind Our Future programme in Wales. A Mental Health Manifesto; Action for Our Future is a project working with young people aged 10 to 24 in single parent households who have an interest in increasing resilience and improving mental health services. This will empower a mentally healthy future generation to feel confident in taking opportunities and actions to move forward and make positive changes in their lives, influence their communities and wider policy development in Wales.

Our Power: Collectively Challenging Racist

Microaggressions

Our Power (Collectively Challenging Racist Microaggressions) was a pioneering project in Glasgow that was funded with thanks to The National Lottery Community Fund Scotland. The project supported people from racialised backgrounds to explore, understand and build capacity for themselves to address the mental health impacts of racist microaggressions, through creative peer support workshops.

Parent Champion Group

Parent Champion Group is a fortnightly peer support group for parents based in Southwark who are struggling with their mental health. We create a warm, trusting space where individuals are given the opportunity to continue their journey of good mental health by providing a space to share and talk through life's struggles along with life's joy. The group does creative activities as well as trips and open discussions. The group provides individuals with tools and techniques to support their mental health, improves resilience, and helps to prevent isolation that is so common for parents. We will be trying to set up a group in Nottingham during 2025.

The group also aims to empower parents by ensuring that their voice is heard throughout all our work within MHF, including research, policy and also our programmatic work.

Peer Group Mentoring in Angus

The Mental Health Foundation partnered with Aberlour Children's Charity to provide early intervention work with primary school teaching and support staff, volunteers and parents in Angus. MHF designed and delivered training on mental health to teaching staff so they could better support the students and speak about mental wellbeing openly and confidently. Together with Aberlour staff, the project used a whole-school approach to raise awareness of and embed mental health and wellbeing in schools. Our contribution to this project ended on the 31st March 2025, however, Aberlour plans to continue this work if successful in securing additional funds.

PROMISE Network

Funded until March 2028 as part of UKRI's Population Health Improvement UK (PHI-UK), The Population Mental Health Consortium (PMH Consortium) is a partnership that brings together interdisciplinary researchers, policy makers, and communities across the UK to create a nationwide research network aimed at improving mental health and reducing inequalities. The mission is to enhance mental health outcomes through population-based approaches by harnessing large, emerging datasets, while recognising the unequal power dynamics that exist across social, economic, regional, national, and epistemic contexts. The Mental Health Foundation is a collaborator within the Consortium with responsibility to support engagement with policy stakeholders across the UK to ensure collaborative approaches to practice-informed evidence synthesis and policy-driven research, centred on lived experience.

Reclaiming Our Power: Collectively Challenging Racial Microaggressions

The success of Our Power (Collectively Challenging Racial Microaggressions) culminated in a four-month exhibition at the Gallery of Modern Art, showcasing multi-media pieces created by people from racialised communities based on their experiences of racial micro-aggressions, often identities such as disability, gender, LGBT+ intersected with people's experiences of racism. The exhibition attracted significant local media attention. Thanks to the continued support from the National Lottery Community Fund Scotland, the project Reclaiming Our Power received additional two years funding to build on previous work. Reclaiming Our Power continues to support people from racialised backgrounds to explore racial microaggressions using arts as a medium, their impact and how they can be mitigated. Led by the community, this project will develop and deliver training sessions on preventing racial microaggressions to key organisations across Glasgow.

Refugee Communications Project (Weaving Threads for Wellbeing)

Weaving Threads for Wellbeing was a life-changing project that was kindly funded by This Day (managed via The Blue Thread). This project involved working with a lived experience panel to build resources on mental health and wellbeing for individuals and communities from refugee backgrounds in Scotland. So far the project has co-created a podcast series called Navigate and a film on how mental health can be protected when living in hotels for refugees and people seeking asylum. A recent addition to the resources, is a comic book called Guardians of Tomorrow which highlights how mental wellbeing can be protected and enhanced. One way to do this is to come together as a community and support each other.

Research Consultancy Northern Ireland

Working with the Public Health Agency in Northern Ireland to deliver a Public Mental Health Learning Network and Project Echo.

Restricted Legacies – Research

Legators may choose to restrict the use of their legacy to the Foundation. The balance relates to several legacies that the Foundation was instructed to use to further research into mental health. The balance is now being invested in research projects led by the Foundation in collaboration with partners.

Scottish Government Mental Health Ref Group

With funding from the Scottish Government and in partnership with the Health & Social Care Alliance, the Diverse Experiences Advisory Panel (DEAP) brings together people from various communities and backgrounds with varied lived experiences and perspectives. DEAP members draw on their experiences and perspectives to inform government policies and strategies and how it could support better mental health for people and communities across Scotland. Two of the DEAP members are on the Mental Health and Wellbeing Strategy Leadership Board.

Scottish Mental Health Arts and Film Festival

The 18th Scottish Mental Health Arts Festival ran from 10–27 October 2024, with the theme 'In/Visible'. Over 240 events took place across 20 local authority areas, reaching an estimated 17,500 people. The festival prioritised regional engagement and inclusion, with highlights including the return of the International Film Awards, showcasing 30 films, and six new artist commissions exploring hidden stories through music, film, and sculpture. The Writing Awards were hosted at V&A Dundee, and a vibrant regional programme featured exhibitions, performances, and workshops from Orkney to Dumfries.

Scottish Mental Health Res. Network

The NHS Research Scotland (NRS) Mental Health Network is funded by the Scottish Government through the Chief Scientist Office (CSO) with the main objective of improving the quality and quantity of research and promoting excellence in mental health clinical research in Scotland. Within the Scotland Research Team our Citizenship and Participation Officer spends one day a week with the Network to support the engagement between the research community, the NHS, patients and people with lived experiences of mental health care and treatment.

SOCial sITuational Systems (SOCITS)

SOCITS stands for SOCial, sITuational Systems approach and by that we mean the complex network of relationships and situations that exist between individuals, groups, and institutions and how they impact on young people's mental health. The study is led by the MRC/CSO Social and Public Health Sciences Unit in the School of Health and Wellbeing at the University of Glasgow. The study uses the SOCITS model to better understand how different spaces around a school (including corridors, gym hall, canteen, toilets etc), how young people use these spaces, the interactions they have in these spaces, and the impact this can have on factors like stress and loneliness, which are strongly linked to mental health. As a partner in the study MHF have supported the development of a youth advisory panel and their use of peer research. The Youth Advisor Investigators co-designed and delivered virtual walking interviews, advised on survey designs and contributing to papers. The study has gathered information from 800 students in two high schools and will report on its findings later this year.

SPW – Thrive

Thrive is an initiative funded by The National Lottery Community Fund delivered by Single Parents Wellbeing and in partnership with the Mental Health Foundation.

Thrive is dedicated to improving the mental health, confidence, and self-esteem of single parents through meaningful volunteer opportunities. The programme includes comprehensive training and workshops designed to enhance the knowledge and skills of single parent volunteers. MHF provide training, and capacity building support, alongside supporting SPW to evaluate the impact of volunteering on the mental health of single parents.

State of the Nation

The State of the Nations research project aims to map and track mental health inequalities across the four UK nations, and understand the social determinants that are driving these inequalities. It is intended to be an annual publication focused on a different social determinant 'deep dive theme' each year.

In 2024/25 we spent no money on State of the Nations. We received the first £10k from Randstad towards the 'Employment and Workplace Mental Health' deep dive research.

Talking Heads

The project helps people from the mental health community reach their potential by supporting them to develop new skills and confidence. It provides training in areas including writing, podcasting and photography, and enable participants to develop their awareness of mental health and prevention through engagement in the arts. People with lived experience of mental health problems are among those most adversely affected by Covid-19, and this activity provides them with a valuable opportunity to re-engage with their communities.

Targeted 22-23 EDI Programme

The Mental Health Foundation is partnering with Creative Scotland to support the continued development of their Arts and Health Strategy, with a dedicated mental health focus.

This collaboration builds on the success of the initial phase of the partnership: the Participatory Arts and Mental Health Fund, which the Mental Health Foundation were a partner in, alongside the Baring Foundation.

The next stage of this work will take place over a 12-month period, from April 2025 to March 2026. Creative Scotland have provided funding of £30,948 to the Mental Health Foundation to support this development.

Together to Thrive Phase 2

TtT is a multi-agency initiative supporting parents and carers of children aged 5–11 in Dundee who are either on the CAMHS waiting list for neurodevelopmental assessment or identified by schools as having emerging neurodevelopmental differences.

TtT was developed in response to rising referrals to CAMHS and the lengthy waits for support being faced by families. TtT is overseen by the Mental Health Foundation in partnership with NHS Tayside CAMHS, Dundee City Council, third sector organisations, and schools.

TtT follows a task-sharing model, where trained practitioners from partner organisations deliver support in six key areas: sleep, sensory needs, communication, trauma, positive behaviour support, and reflective parenting. Support is offered through one-to-one and group sessions.

A formal evaluation completed in June 2025 reported positive outcomes, though highlighted ongoing parental belief that a formal diagnosis is still necessary to access wider support—indicating nuanced impact on reducing pressure on specialist services.

Transport and Public Mental Health

The Transport and Public Mental Health project is supported with funding from Motability. The purpose of this project is the facilitation a user research project which explores the impact transport has on public mental health through the lens of three different groups: people with existing psychiatric diagnoses, people living with dementia and new mothers.

Trauma Awareness Training in Sports Settings

This 12-month project was funded by our corporate partner Simply Health and ran from April 2024 to March 2025. Research shows ACEs (adverse childhood experiences), can increase the risk of a young person developing poor mental health. However, positive relationships with trusted adults, and strong role models, especially those informed, and comfortable talking about mental health, can be of great benefit and aid prevention. The aim of this project was to build the mental health capacity of sports clubs working with disadvantaged young people, and to support them to embed approaches which create safe spaces for young people to open up about their mental health and be supported. Over the 12 months of the project, capacity building training and support was provided to 19 County Cricket Boards, 32 Premier League Football Foundations, and 9 Rugby clubs in England and Wales, training nearly 600 staff in total.

UOK

Psychoeducation project aimed at young people aged 16+ in further or higher education. It aims to equip participants with the knowledge, skills and confidence to engage in preventative mental health activity amongst their peers. Now in its third year, we are developing the project offering to include elements of structured peer mentoring so that the students can improve their personal and group impact in a sustainable way. The project has had multiple funding partners: TUUT Charitable Trust, Garfield Weston Foundation, FASTn, Association of Colleges, London and South East Colleges, and most recently Richer Sounds and Pinterest.

Voices of Experience (VOX)

VOX Scotland is Scotland's national mental health service user collective that represents its members' views to Scotland's politicians and health professionals to make sure Scotland's laws and mental health services reflect service user needs and interests. VOX is Scotland's only national mental health advocacy organisation run by service users for service users. VOX is an independent organisation that has a service and support agreement with the Mental Health Foundation for its running and delivery.

15. DESIGNATED FUNDS

	At 1 April 2024 £'000	New designation £'000	Utilised / released £'000	At 31 March 2025 £'000
COVID Response Programme	200		(200)	—
Foundation Offices Property Fund	6,162	14	(219)	5,957
Investment Fund (2025-26)	—	600	—	600
2026-2030 Strategic Investment	—	2,400	—	2,400
	6,362	3,014	(419)	8,957

	At 1 April 2023 £'000	New designation £'000	Utilised / released £'000	At 31 March 2024 £'000
COVID Response Programme	1,000	—	(800)	200
Foundation Offices Property Fund	6,276	—	(114)	6,162
	7,276	—	(914)	6,362

16. PERMANENT ENDOWMENT FUNDS

	At 1 April 2024 £'000	Additions £'000	At 31 March 2025 £'000
Wilke Fund	12	—	12
Lander Fund	33	—	33
	45	—	45

	At 1 April 2023 £'000	Additions £'000	At 31 March 2024 £'000
Wilke Fund	12	—	12
Lander Fund	33	—	33
	45	—	45

The above funds represent permanent endowment which must be retained indefinitely and held as capital. Both funds are constituted under separate trust deeds. Under the deed of trust relating to the Wilke Fund, all income arising from the capital sum may be used for the general purposes of the charity and it is credited, therefore, to general funds on receipt. Under the terms of the deed governing the Lander Fund, 25% of the income generated by the fund each year must be added to the capital sum and be retained as part of the permanent endowment. The remaining 75% of the income may be credited to general funds on receipt and used for the general purposes of the charity.

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2025 Total funds £'000
Tangible fixed assets	31	—	5,957	—	5,988
Investments	4,322	—	—	45	4,367
Net current assets	(971)	849	3,000	—	2,878
	3,382	849	8,957	45	13,233

	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2024 Total funds £'000
Tangible fixed assets	38	—	6,162	—	6,200
Investments	4,906	—	—	45	4,951
Net current assets	1,832	904	200	—	2,936
	6,776	904	6,362	45	14,087

The total unrealised gains as at 31 March 2025 constitutes movements on fair value and are as follows:

	2025 £'000s	2024 £'000s
Unrealised gains included above:		
On investments	875	902
Total unrealised investment gains at 31 March 2025	875	902
Reconciliation of movements in unrealised gains:		
Unrealised gains at 1 April 2024	902	430
Net gains (losses) arising on fair value movement arising in the year	(27)	472
Total unrealised gains at 31 March 2025	875	902

18. OPERATING LEASE COMMITMENTS

At 31 March 2025 the charity had the following total minimum lease payments under non-cancellable operating leases:

	Land and buildings		Other	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Operating leases which expire:				
- Within one year	39	61	1	—
- After one but within two years	36	35	1	—
- After two but within five years	54	24	1	—
	129	120	3	—

19. RELATED PARTIES

During the year ended 31 March 2025, the group had no related party transactions (2024: none).

20. COMPARATIVE GROUP AND CHARITY STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2024 Total funds £'000
Income from:						
Donations		1,575	4	—	—	1,607
Legacies		1,894	—	—	—	1,894
Fundraising events		742	—	—	—	743
Investments		176	—	—	—	176
Charitable activities						
- Statutory grants receivable	1	—	918	—	—	918
- Other grants	1	2	1,413	—	—	1,415
- Charitable trading activities	2	160	57	—	—	217
Total income		4,549	2,421	—	—	6,970
Expenditure on:						
Raising funds		1,822	—	—	—	1,822
Charitable activities	3					
- Mental Health Programmes		1,926	2,183	—	—	4,109
- Information, education, dissemination and advisory services programme		1,545	219	496	—	2,260
Total expenditure		5,293	2,402	496	—	8,191
Operating (expenditure) for the year before transfers		(744)	19	(496)	—	(1,221)
Unrealised losses on investment		472	—	—	—	472
Net income (expenditure) for the year before transfers		(272)	19	(496)	—	(749)
Transfers between funds		398	20	(418)	—	—
Net movement in funds		126	39	(914)	—	(749)
Reconciliation of funds:						
Funds brought forward at 1 April 2023		6,650	865	7,276	45	14,836
Funds carried forward at 31 March 2024		6,776	904	6,362	45	14,087



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[mentalhealth.org.uk](https://www.mentalhealth.org.uk)



Registered Charity No. England and Wales 801130 Scotland SC 039714
Company Registration No. 2350846



THE MENTAL HEALTH FOUNDATION

England & Wales - Charity number 801130

Accounts



ANNUAL REPORT 2023–2024



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ADMINISTRATION

Patron

HRH Princess Alexandra
The Hon Lady Ogilvy KG GCVO

Trustees

Aisha Sheikh-Anene (Chair)
Sonia Nerys Edmonds
Saash Blaylock
Huma Maryam Malik
Laura Alice Earnshaw
Richard Scothorne
Gavin Davidson
Rosie Tressler OBE
Jonny Jacobs
Chris Martin
Steve Workman
Narayanan Vaidyanathan
Pamela Chaterjee (appointed 21st June 2023)
Karla Portilla (resigned 20th June 2023)
Rose Braithwaite (resigned 20th June 2023)

Secretary

Adrian Lance

President

Professor Jacqui Dyer OBE (resigned 1st November 2023)

Senior Management Team

Mark Rowland
Chief Executive
Lee Knifton
Director of Scotland, Wales & Northern Ireland
Alexa Charnley
Director of Fundraising and Communications
Adrian Lance,
Chief Operating Officer
Alexa Knight
Director of England

Registered and principal office

Unit 2, 193-197 Long Lane, London, SE1 4PN

Social media

Website: mentalhealth.org.uk
X: [@mentalhealth](https://twitter.com/mentalhealth)
Facebook: [mentalhealthfoundation](https://www.facebook.com/mentalhealthfoundation)

Company registration number

02350846 (England and Wales)

Charity registration numbers

England and Wales: 801130
Scotland: SC 039714

Auditor

Buzzacott LLP, 130 Wood Street, London, EC2V 6DL

Bankers

Coutts & Co, 440 Strand, London, WC2R 0Q
The Co-operative Bank, Skelmersdale, Lancashire, WN8 6WT

Investment managers

CCLA Investment Management Limited
COIF Charity Funds, Senator House, 85 Queen Victoria Street, London, EC4V 4ET

Solicitors

Bates Wells Braithwaite London LLP, 10 Queen Street Place, London, EC4R 1BE

INTRODUCTION

Much to celebrate, but much still to do; a year of progress

Mark Rowland, Chief Executive and Aisha Sheikh-Anene, Chair of Trustees

We believe no-one living in the UK should be deprived of the opportunity for good mental health because of who they are, the community they come from or where they live.

This impact report sets out how, with your support, we're working to make sure that's the case. And it is our chance to express our appreciation for everyone who has supported the Mental Health Foundation over the past 12 months.

Everything we've done this year has been towards four key objectives in our mission to prevent poor mental health;

- No one in the UK deprived of good mental health because of social barriers
- Those at greater risk receive psycho-social support in communities
- Anyone who needs help managing their mental health gets the advice and support they need
- We will build a strong foundation that is financially growing and culturally vibrant.

Despite a tough economic climate, we're proud of what we've achieved together. Your support has enabled us to reach 14,149 people around the UK through our community programs, publish vital reports, directly influence 22 government ministers and senior health leaders, and engage over 5.8 million people with our website content and support.

An example of new work for us this year is Bridges to Belonging. Funded by the Monday Trust, this project started in Wales and Northern Ireland in January, and is one way we are embedding preventative approaches to support and protect mental health.

Bridges to Belonging is driving improvements in how people from refugee backgrounds can access mental health and wellbeing support. We are building the evidence on how best to bring refugees together to share and learn about mental health. We're also strengthening their support systems by developing the skills and knowledge of those working with refugees. We take the lived experience and learning from this work and challenge practices that cause distress and trauma in the asylum process itself.

In this report you will read about the many ways we are working towards our mission: piloting new approaches to support mental health in communities; advocating for policy changes to protect our mental health; and running mental health awareness campaigns that continue to open up conversations about mental health and reduce stigma.

None of this has been achieved alone. A special mention must go to our trustees and committee members, who have not only supported us but also provided healthy challenge, ensuring that we use our resources wisely and strive to achieve the biggest impact we can. We would also like to thank our wonderful legators, who have decided to support the Foundation in their will. These far-sighted gifts continue to make such a difference to our work. We don't always know about these donations until we receive them and discovering how much our work has meant to people is always humbling.

With your support, we have delivered more than an ounce of prevention this year. Whatever our progress, our commitment is to never rest on our laurels. We want to keep learning and improving and working tirelessly towards good mental health for all.

Sincerely,



MARK ROWLAND

Chief Executive

20.09.2024



AISHA SHEIKH-ANENE

Chair of Trustees

WHO WE ARE

Our vision

Together, we can help everyone have better mental health.

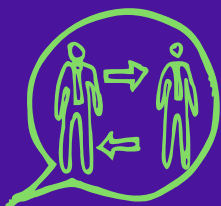
Our mission

We know poor mental health is not inevitable and we believe that everyone deserves good mental health. We want to build a society where everybody can thrive.

We're challenging the way things are done so that no-one living in the UK is deprived of the opportunity for good mental health because of who they are, the community they come from or where they live.

We are also home of **Mental Health Awareness Week**.

Our values



Side by side



Making a difference



Walking our talk



Determined pioneers



AN OUNCE OF
PREVENTION IS
WORTH A POUND
OF CURE.

Benjamin Franklin

TRUSTEES' REPORT

including director's report and strategic report

The trustees (who are also the directors of the charitable company for the purposes of company law) present their statutory report together with the consolidated financial statements of the Mental Health Foundation (the Foundation) and its subsidiary (Mental Health at Work) for the year ended 31 March 2024.

The report has been prepared in accordance with Part VIII of the Charities Act 2011 and constitutes a directors' report for the purpose of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out on pages 31-33 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102).

The trustees confirm that they have had due regard to Charity Commission's guidance on public benefit by ensuring that the strategic objectives as detailed below and hence the annual plan are aligned with the charity's purpose and will strive to achieve public benefit.



OUR STRATEGIC OBJECTIVES

Objective 1

No one living in the UK is deprived of the opportunity for good mental health as a result of social barriers.

Objective 2

Those at greatest risk of poor mental health receive psychosocial preventative support through a sustainable, community-based delivery model.

Objective 3

Anyone who has questions about looking after their mental health and/or supporting the people around them, has confidence to seek help and advice.

Objective 4

Build a strong Foundation. The focus will be on becoming an exemplar employer that is inclusive, financially sustainable and culturally thriving.

By fulfilling these objectives, we will be working towards our overall vision of everyone deserves better mental health.

STRATEGIC OBJECTIVE 1

No one living in the UK is deprived of the opportunity for good mental health as result of social barriers.

At the Mental Health Foundation (MHF), our mission is to prevent mental health problems, by helping people to understand, protect, and sustain their mental health.

To achieve this, we endeavour to drive change towards a mentally healthy society for all, and to support communities, families and individuals to live mentally healthier lives, with a focus on those at greatest risk.

This includes working to address disparity by striving to dismantle the social barriers that stand between people and good mental health.

To make progress towards this objective, we committed to – and delivered against – the following action points:

- To influence all four UK nation's mental health strategies to address social barriers, for example by meeting with key policymakers, attending party conferences and roundtables, and providing briefings
- To harness UK wide research on the impact of poverty, the economics of prevention, and the cost-of-living crisis
- To interrogate how devolved health systems are investing in prevention
- To secure commitments in party manifestos ahead of a general election
- To improve and amend key legislation that impacts on mental health
- To showcase programmes that address individual, social, and systemic barriers, such as forced migration, racism, poverty, trauma
- To grow and mobilise our digital audiences to campaign for change and further influence policy makers
- To develop position statements, setting out the Mental Health Foundation's thought leadership

Notable achievements in 2023-24:

- This year, we published a major report, *The mental health of asylum seekers and refugees in the UK*, which sets out what needs to change in order for our treatment of asylum seekers and refugees to support their dignity and mental health. We launched the report in Parliament, and two of our Young Leaders with experience of seeking sanctuary in the UK addressed MPs and peers. The report was also cited in a House of Lords debate on the former government's Rwanda scheme shortly after its publication. We will continue to use the findings of the report to push for change in the system.
- We have also been urging the government to record data on suicides by vulnerable migrants, as a vital step to understanding and addressing the issue. Following this work, we were pleased to see that the government set out its ambition to record this data in their Suicide Prevention Strategy. We will be keeping up the pressure to ensure this becomes a reality.
- In addition, prior to being elected, the Labour Party committed to delivering on one of our major policy calls, for a long-term, cross-government plan on mental health. We will continue to work cross-party to make this happen and to ensure that the plan has a focus on prevention.
- In June the Scottish Government published its *Mental Health & Wellbeing Strategy*. Evidence of alignment with our recommendations included:
 - ☐ a cross-government approach, with promotion and prevention as two of the three strategic pillars;
 - ☐ inequalities referenced in the vision; and the term 'fulfil' in the vision per our recommendation and with reference to the highest attainable standard of mental health.
 - ☐ This was the culmination of over a year's worth of effective influencing.
- Audit Scotland's report on *Adult Mental Health* quoted the Mental Health Foundation with reference to the cost of mental health to the Scottish economy, and quoted *The Scottish mental illness stigma study (SMISS)* on inequalities, our *Tackling Social Inequalities* report and our *Cost of Living* report.
- The Welsh Minister for Mental Health, Lynn Neagle, confirmed in a parliamentary debate that the successor plan to *Together for Mental Health* will be a cross-departmental plan focused on reducing mental health inequalities.
- We drove the development of the *Early Intervention and Prevention Action Plan*, which is a key part of the *Mental Health Strategy for Northern Ireland*.
- We are also chairing the *Steering Group* and the *Public Mental Health Learning Network* which will embed a public mental health approach across Northern Ireland.

STRATEGIC OBJECTIVE 2

Those at greatest risk of poor mental health receive psychosocial preventative support through a sustainable, community-based delivery model.

Our programmes are fundamental to reaching those in greatest need, such as at-risk young people and families, refugees and asylum seekers, and those with long-term health conditions.

While we are committed to reviewing what works best, our programmes typically share the following 'key ingredients':

- providing information and/or education about mental health;
- developing skills and/or strategies to support people to feel more empowered and/or in control;
- building and strengthening relationships;
- introducing an additional activity with an evidence base around positive effect on mental health; and
- including a systemic focus which places individual, family, or group mental health in a broader context.

The programmes highlighted in this review each demonstrate up to five of these ingredients in action, while also showcasing a range of our work across the UK.

To make progress towards this objective, we committed to – and delivered against – the following action points:

- To deliver at least eight programmes across the UK with at-risk young people and families
- To expand a three-nation programme with organisations led by refugees and asylum seekers, modelled on our Perthyn project, City of Sanctuary, and Voice and Visibility programmes
- To develop and share programmes to support the mental health of those with long-term health conditions e.g. Mental Health for Better Days, Living Well, and Peer Support for Long Term Conditions
- To complete programme scoping reviews for new interventions as well as existing programme evaluations
- To showcase the impact of our community-based programmes
- To finalise our 'key ingredients' (as mentioned above) across all programmes as well as our agreed approaches to scaling

Notable achievements in 2023-24:

In monitoring and evaluation:

- For the first time, we were able to implement a fully UK-wide monitoring system, covering the delivery of our programmes from January to March 23. This has helped to identify areas where further clarification would be helpful (e.g. regarding the definition of types of engagement) and that some projects receive end beneficiary data from partners on 6-monthly basis
- We will continue to refine the process based on feedback from staff and our partner organisations
- We will continue to develop the information presented to include demographic data of end beneficiaries and narrative insights to complement the data on reach
- We are also exploring the opportunity to capture monitoring data in the area of research engagement and participation

In project delivery:

- We implemented 18 projects across the UK.
- This includes 'aligned' projects within nations that have separate funding streams but work with same target group[s]

In reaching priority groups and individuals:

- The majority of our programmes work with at least one priority group identified as working with 'other' groups
- This includes an online learning programme for the health, social care and education sector, a programme that works with Black and minority ethnic communities, and a programme focused on policy change for the benefit of a priority group (Amplifying Maternal Voices)
- Overall, our programmes reached over 15,000 beneficiaries

STRATEGIC OBJECTIVE 3

Anyone who has questions about looking after their mental health and/or supporting the people around them, has confidence to seek help and advice.

While our aim is to create resources to reach the whole population with useful advice and practical resources, we know that stigma and other issues can make it difficult for some people to seek support and instead they try to cope alone.

Raising awareness is vital to tackling this stigma and to creating the kind of society that not only prevents mental health problems from developing, but also protects our mental wellbeing as a matter of course. Through Mental Health Awareness Week and other approaches, the Mental Health Foundation has played an important role in changing attitudes and in encouraging people to seek help.

To make further progress towards this objective, we committed to – and delivered against – the following action points:

- To increase coverage, events, and brand attribution for Mental Health Awareness Week in all four UK nations. In 2023, the theme was anxiety, with research and policy recommendations on the things we can do to help (#tohelpmyanxiety)
- To provide year-round, cross-channel, evidence-based public mental health information
- To deliver an evidence-based digital image library that is available to all and that also uses citizen science to engage young people in mental health research
- To develop content such as case studies, stories, and blogs that draw from our programme work
- To deliver the Scottish Mental Health Arts Festival for an audience of over 10,000 people
- To deliver our evaluation of SeeMe, a multi-layered programme focusing on system, culture, and behaviour change, and to share our learning on effective anti-stigma work
- To empower thousands of employees to create mentally healthy workplaces through Mental Health at Work

Notable achievements in 2023-24:

For Mental Health Awareness Week:

- There was increased coverage of Mental Health Awareness Week (MHAW) and more events in all four UK nations, raising awareness of anxiety and the things we can do to help
- Plenty of progress was made in terms of increased brand attribution (linking the Mental Health Foundation to Mental Health Awareness week and to #tohelpmyanxiety). This was supported by a 'lock-up logo' (bringing together MHF and MHAW branding), which was widely used across social media and other assets
- We published five research briefing papers on the theme of anxiety (for the UK, Scotland, Northern Ireland, Wales, and in Welsh). These documents included data polled from 6,000 adults across the UK on anxiety, its impact, its triggers, and what actually helps
- We also conducted separate polls of 1,000 people in Scotland, Wales, and Northern Ireland, and 750 people from Black and minority ethnic communities

In public mental health information:

- In addition to the public health information on anxiety provided for Mental Health Awareness Week, we also updated our stress guide and released it in time for Stress Awareness Week

For the digital image library:

- We have secured funding from Pinterest to deliver an evidence-based digital image library which went live in February 2024

In content generation:

- We made significant progress in this area, with much of our Mental Health Awareness Week content utilising case studies from our programmes, including our CRP Long Covid Study
- Similarly, we used content sourced from our KidsTime programme in our May appeal

Additionally:

- We will be reporting on the Scottish Mental Health Arts Festival, our anti-stigma work or mentally healthy workplaces later this year

STRATEGIC OBJECTIVE 4

Build a strong Foundation; The focus will be on becoming an exemplar employer that is inclusive, financially sustainable and culturally thriving.

Naturally, we cannot drive change towards a mentally healthy society for all without also looking to ourselves and to the kind of organisation and workplace culture we are creating for our own staff members. That is why one of our strategic priorities focuses on becoming an exemplary employer.

In the past year, we have concentrated on the following activities to help us achieve our aims:

- **Continuing our work on our race review commitments.**
- **At the Mental Health Foundation, we are committed to deepening our understanding of diversity and structural discrimination, and to addressing this in every aspect of our work.**
- **We are also committed to supporting and enhancing the overall wellbeing of our staff.**

Our Race Review Action Plan

mentalhealth.org.uk/about-us/our-commitments-race-and-diversity

In 2023-24 our anti racism commitments included:

- establishing a new project working in Northern Ireland and Wales funded by the Monday Trust for two years. It will draw upon UK work to date
- working closely with asylum seeker/refugee teams in Scotland
- ensuring that the Diverse Experience panel, which advises the government on national policy, has representation from black and minority ethnic communities and refugees in Scotland
- embedding the Rooney Rule into recruitment policy to increase diversity at leadership level
- supporting staff networks input to and from our Board

A focus on our staff

We have pledged to become an exemplary employer, and we take this commitment seriously.

In 2023-24 we have:

- prepared for a pilot of a shorter working week to evaluate the benefits on mental health and productivity, started 1 April 2024
- been certified 'Great Place to Work' for the second year in a row in our annual staff survey with highlights;
 - ☐ High levels of pride and engagement in the work people do
 - ☐ A culture of caring and kindness, particularly within teams and departments
 - ☐ Favourable views of flexibility, work-life balance and office facilities
 - ☐ A strong experience of employee wellbeing and workplace mental health
 - ☐ Remarkably positive perceptions of fair pay compared to other non-profit organisations
- introduced a long-term learning and development strategy
- continued to hold bi-weekly News & Views meetings with the Chief Executive and SMT to disseminate a wide range of information and opportunities for colleagues to collaborate
- moved staff to better offices in Glasgow, Cardiff and Belfast

A detailed review of our safeguarding approach

In 2023-24 we initiated a significant review of our safeguarding approach. This included:

- The introduction of designated safeguarding officers and lead Trustee provided with appropriate levels of training.
- A comprehensive training programme implemented for all staff, volunteers and trustees to ensure everyone understands what safeguarding is and their respective roles and responsibilities in safeguarding children and adults at risk of abuse.
- Inclusion of safeguarding responsibilities in all trustees, staff and volunteer job descriptions.

- The organisation's commitment to safeguarding children and adults at risk to be included in all future job advertisements alongside the requirement for pre-appointment checks.
- Creation of robust reporting mechanisms at senior management and board level to enable the regular monitoring of the effectiveness of all safeguarding practices, including clarity of expectation of key roles including Lead Trustee for Safeguarding, CEO and Designated Safeguarding Officer.
- The introduction of safeguarding as a standing item at team, SMT and board meetings.
- The introduction of a robust, consistent recording system facilitates the effective monitoring of safeguarding concerns, including low-level concerns through structured chronologies either by individual, project/event, or nature of concern etc.

The Charity Commission regards Trustees to be responsible for how the Foundations safeguards people who interact with it, our new Safeguarding Governance & Reporting Policy outlines these responsibilities.

To build a strong foundation we identified that we needed to have a strong brand. This year, research showed us that our brand was making it hard for our audiences to connect with the fantastic work that's taking place across the Mental Health Foundation. People told us that they thought we looked old fashioned, formal and boring – the opposite of what they want in a charity. Led by our audience insight, we decided that now was the right time to invest in an updated brand and visual identity which reflects that vibrant, modern organisation that we are today, and that gives us a platform to build on into the future. We worked with a specialist partner agency to develop our new fit-for-purpose brand, launching it in April 2024 ahead of Mental Health Awareness Week. We will continue to roll it out across all of our channels and communications throughout 2024.

Finally, we cannot be a strong Foundation without being financially stable, so we have worked hard to reduce the unrestricted deficits seen in prior years.

Details of how this was achieved can be found in the financial review section (see page 17). And our fundraising teams have also made a fantastic contribution, as these examples illustrate.

Our fundraising success stories

Overall, it has been an exciting year for growth and partnerships across our events, grants, legacies and high value relationships teams.

We would like to thank every individual, grant-making body, and organisation that has supported us this year. Whether by taking part in an event, funding our projects, remembering us in your will, or partnering with us, your generosity has enabled some very important progress to happen. Thank you.

We would like to extend our thanks to the following for their support.

Royal Patron

HRH Princess Alexandra The Hon Lady Ogilvy KG GCVO

Legators

We are grateful to all the people who chose to support the Foundation with a gift in their Will. We have listed below all the legacies where a cash amount or quantifiable notification of more than £10,000 was received during the year 2023-24.

George Stanley Wilkinson (In addition to 2021/22 legacy)	£571,909
Patricia Mary Warburton	£315,000
Eira Margaret Fratson	£221,423
Mary Emma Margaret Russell	£110,000
Alan Frederick Flack	£100,000
Rev Dr David Hill	£98,250
Brenda Joyce Greening	£63,704
Catherine Sutton	£55,000
Dr Beryl Palmier	£51,575
Varonica Virginia Kean (In addition to 2022/23 legacy)	£49,213
Constance Noble Brindle	£40,000
Rose Hawke	£37,916
Donald Bottrill Dean	£36,798
Michael Ian Page	£25,180
Joan Montgomery Dunn	£20,887
Cyril Merett	£16,569
Michael Alan Cave	£16,477

Fundraising policy

We are committed to ensuring we uphold our duty of care to our supporters, and effective regulation lies at the heart of this. The Foundation's fundraising and communications sub-committee of the board continues to have oversight of the Foundation's fundraising policy and compliance.

We seek to uphold the highest standards of fundraising both of our staff and of the organisations who work on our behalf. We are registered with the Fundraising Regulator and are a member of the Institute of Fundraising as well as the Public Fundraising Operational Users Forum which oversees regulation of face-to-face activities. We have ensured that effective whistle-blowing policies are in place to ensure any poor practice is reported.

We work closely with our face to face fundraising partner and ensure their fundraisers are trained in how to protect vulnerable people that they engage with, they do not sub contract any of their services. In addition, we have commercial participator agreements in place with corporate partners. During the year, the charity received one complaint about its face to face fundraising activities. This was investigated fully by our partner and they and MHF responded to the person to let them know what was being done to address the concern. We recognise the importance of complying with data regulations while also ensuring we continue to innovate and invest for the future.

Here's an insight into how you have helped in 2023-24.

Events and community:

- 2023-24 was a strong year for running events, with participation figures growing and surpassing pre-pandemic levels.
- In April, we had a team of 55 taking on the London Marathon, raising a whopping £149,000 for the Mental Health Foundation. Other popular runs included the Great North Run and the Edinburgh Marathon.
- We also ran our Wear it Green Day event for Mental Health Awareness Week, asking schools, businesses, and individuals to go green for the day and raise funds for our charity. This initiative saw over 8,000 downloads of our fundraising packs and over £75,000 worth of income raised.
- We also promoted half price skydives during Mental Health Awareness Week, and 174 people took part, raising over £100,000.
- For World Mental Health Day, we relaunched our Tea & Talk fundraising event, raising over £10,000.

Grants:

Last year, we were able to deliver on our charitable aims through a number of exciting partnerships.

We continued to work in partnership with Movember Foundation, the Youth Endowment Fund, Lambeth Council, and Islington Council to support our ground-breaking Becoming A Man (BAM) project, supporting the mental health of hundreds of young men. We were thrilled to welcome The Constance Travis Charitable Trust to our community of BAM funders in 2023-24. With thanks to their generous support, we were able to extend BAM to Islington and Lambeth, to support more young men in improving their social and emotional skills and wellbeing.

We secured a £300,000 grant over three years from the Monday Charitable Trust to initiate our Bridges to Belonging project. We will work across Northern Ireland, Wales, and Scotland to build a community-based infrastructure that supports the mental health of refugees and asylum seekers.

We were thrilled to receive a grant from The National Lottery Community Fund Scotland, who funded a project in Glasgow called Our Power. This inspirational project supported 60 young people and adults affected by racial microaggressions, many of whom had experience of seeking sanctuary. We delivered creative peer support workshops exploring the impact of racial microaggressions (e.g. through the making of Zines and textiles). As a result, 87% of participants were able to improve their wellbeing.

Legacies:

In 2023-24, we benefitted from a higher level of support from gifts in wills, with a total of £1.9m in legacy income. Notably, we received an additional £572,000 from the George Wilkinson estate (further to £1.25m in 2021-22), as well as £315,000 from the Patricia Warburton estate.

High value relationships:

We would like to thank all our corporate partners for their incredible support throughout 2023-24, including Edwards Ltd, ISS UK & Ireland, JCDecaux UK, Lloyd's of London, Manolo Blahnik, NEOM, Pinterest, Richer Sounds, Simplyhealth, Snap Fitness, ZIMAD, and Zizzi.

A special thank you goes to Pinterest for their outstanding support.

As the inaugural Lead Partner of Mental Health Awareness Week 2024, Pinterest enabled us to significantly amplify our campaign and to reach more people across the UK. Their funding and collaboration also allowed us to create our Positive Mental Health Image Library; a free-to-use digital image library that realistically depicts how people care for their mental health.



Financial review

FINANCIAL RESULTS FOR THE YEAR ENDED 31 MARCH 2024

The Mental Health Foundation recorded a deficit of £1.4m compared to £3.7m the previous year, as part of a specific plan of aiming for financial stability.

Income - £7.5m (2023: £7.4m)

The Foundation has slightly increased its overall income levels, building on a diversified income base.

The Foundation's subsidiary, Mental Health at Work CIC, ceased trading in January 2024, resulting in a 34% reduction in charitable trading income.

Additionally, there has been a decline in digital fundraising income, driven by the reduction of Facebook Donate as a source of income (£0.1m in 2024 from £0.7m in 2023).

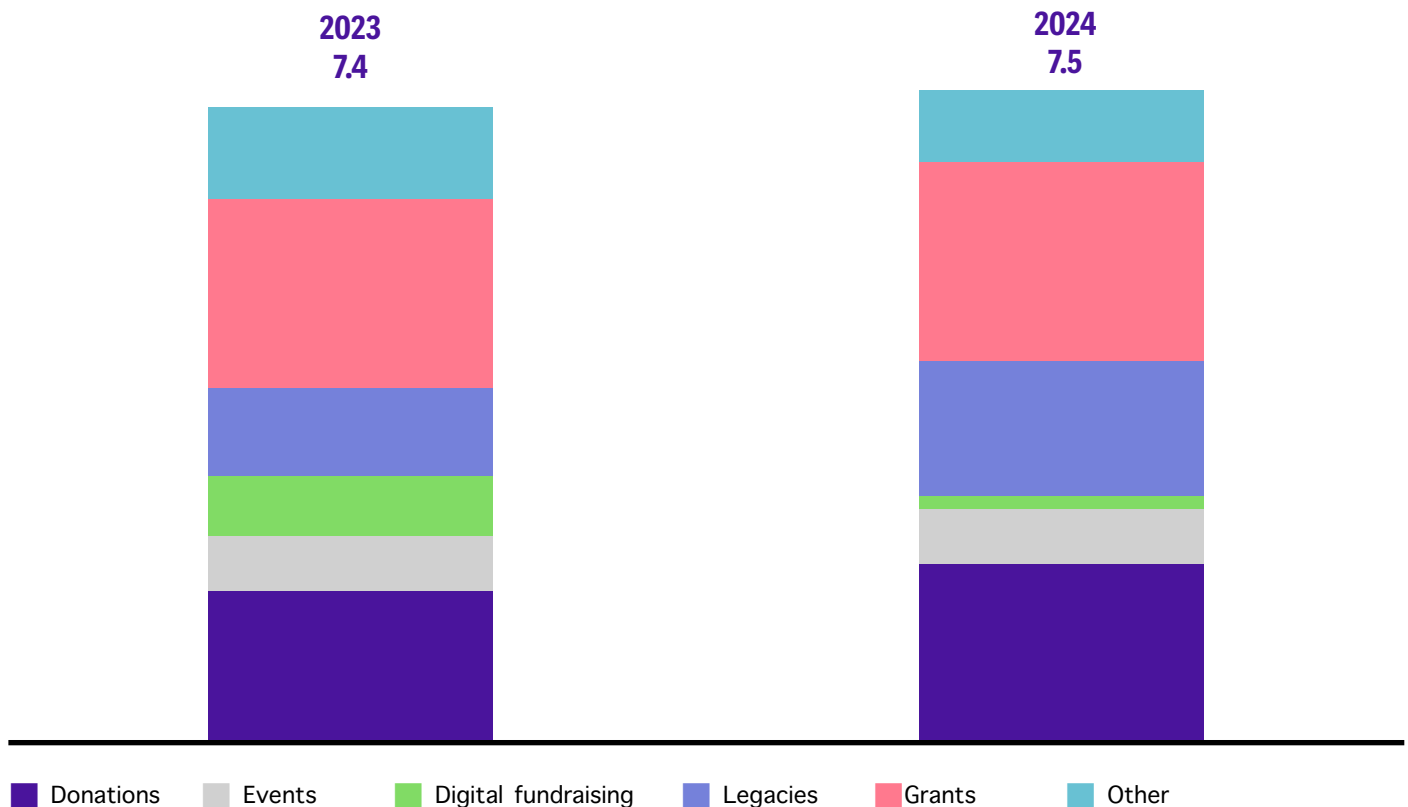
However, these declines were partially offset by a significant increase in legacy income which rose from £1m in 2023 to £1.9m in 2024, due to multiple large legacies received in this financial year.

Fundraising events also performed well, delivering a 22% increase in income, attributed to new activities and successful promotion of special events during Mental Health Awareness Week.

The investment income remained consistent at £0.18m compared to £0.17m in 2023.

As some of the large programmes, including the COVID Response Programme, are coming to an end, grant income shows a modest reduction compared to the previous year (£2.3m from £2.4m) and continues to be a significant and important income stream for the Foundation.

INCOME SPLIT (£M)



Expenditure - £8.9m (2023: £11.1m)

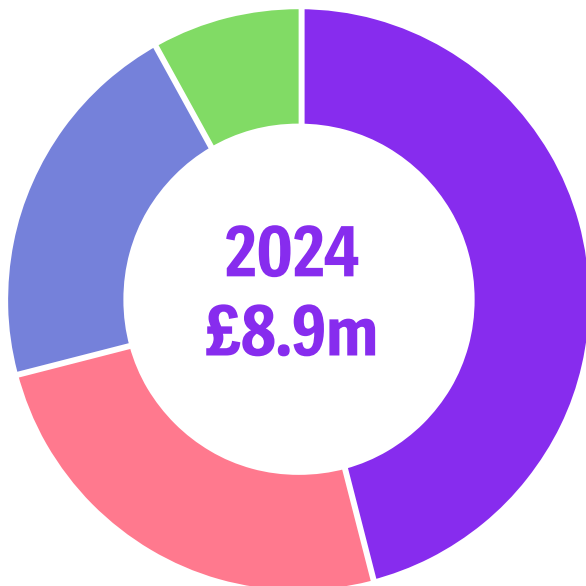
The Foundation's expenditure decreased by 23% compared to the previous year, mainly due to a restructure of all directorates as part of an overall cost reduction program to enable the Foundation to achieve financial stability. In addition, we looked at the streamlining of our strategic activities and the conclusion of several programmes.

The largest cost reduction, from £4.4m to £3m occurred in the information, education, dissemination and advisory services, and outside the restructure, the decrease was due to the shortened operating period of the Mental Health at Work CIC and increased efficiency related to the new website launched the previous year.





Mental Health Programmes still account for the largest portion of expenditure, with a decrease from £4.9m in 2023 to £4.1m in 2024, largely due to the ending of the COVID Response Programme, which comprises ten different projects across the four nations.

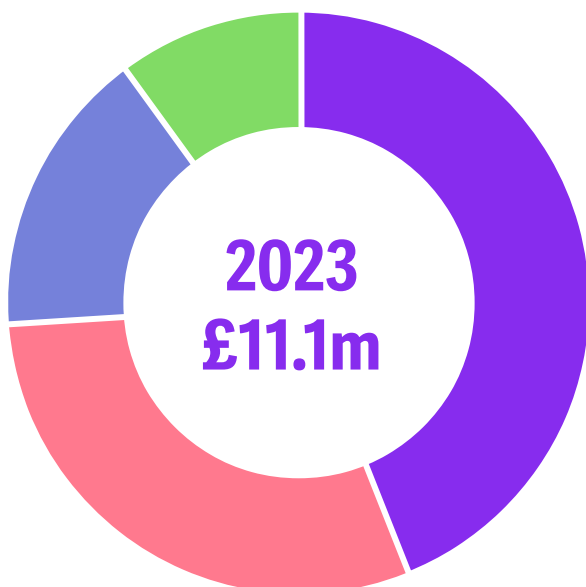
As part of the fundraising activities, the Foundation implemented a new Customer Relationship Management system in 2023 to enable better interaction with current and potential donors and increased our investment in our face-to-face fundraising.

The split of overall expenditure areas of the Foundation for 2024 and 2023 are shown below.







Expenditure split 2024

	46%	Mental Health programmes
	25%	Information, education, dissemination and advisory
	21%	Raising funds
	8%	MHAW CIC



Expenditure split 2023

	44%	Mental Health programmes
	30%	Information, education, dissemination and advisory
	16%	Raising funds
	10%	MHAW CIC

Balance Sheet

Net Assets £14.1m (2023: £14.9m).

The Net Assets decreased by £0.8m due to a planned deficit this year, while tangible assets remained at a similar level (£6.2m) as the work at the new Glasgow office was completed.

Cash, including short term deposits and cash at bank and in hand continued to be at £0.5m.

Debtors remained at the same level of £3.3m balancing the 20% increase in legacy accruals as multiple large legacy notifications were received in 2024, and the reduction in trade debtors to £0.1m (£0.3m in 2023), as the subsidiary, Mental Health at Work CIC, ceased trading.

The liquidation of the subsidiary also contributed to the 27% decrease in creditors.

The total net assets are represented by unrestricted funds of £6.8m (£6.7m in 2023), restricted funds of £0.9m (£0.9m in 2023), designated funds of £6.4m (£7.3m in 2023) out of which £6.2m forms our fixed asset fund (see details below), and permanent endowment funds of £45k which are to be held indefinitely by the charity.

Reserves policy

Charities hold reserves for a variety of reasons - to manage the charity's resources where income is subject to uncertainty in terms of timing, to ensure that the charity has sufficient financial resources to meet its upcoming liabilities, and to provide funds which enable the charity to take advantage of new investment opportunities when they arise.

In addition, given the impact the cost-of-living crisis will have on both revenue and costs, a higher than usual reserve level will ensure we have stability for the coming years.

As noted above, the level of unrestricted reserves at 31 March 2024 was £6.8m. This represents about 18 months of unrestricted expenditure. During the year the trustees have reviewed the reserve level and have decided it should be increased to 9 months, from 6 months, of unrestricted expenditure due to the increasing uncertainty, as the cost of living crisis continues, and bring it more into line with best practice.

The trustees recognise that the Foundation's unrestricted and designated reserves (excluding the fixed assets) of £7m as of 31 March 2024, are currently above their reserves policy of 9 months of unrestricted expenditure, £3.5m. Following the difficult work done to reduce our cost base during the financial year, the Foundation is now at a more stable level of

deficit and hence it's been decided that the excess reserves can be used over the coming years to make strategic investment decisions to increase our impact or secure our long-term future, hence unrestricted deficits are planned.

Designated Fund Allocation

The funds allocated to designated activities at the start of the strategic period have been used over the last few years and will be used up during the coming financial year.

Below is a summary of the usage and what remains:

Office Purchases Fund

Previously the Foundation was leasing offices in London, Glasgow and Cardiff. We identified that it would be the right option to use some of our recent surpluses to purchase offices, ideally in all three locations, hence having assets that will secure its long-term future whilst decreasing on-going operations costs. In July 2021, the Foundation purchased a new office in London (£6.0m including refurbishment), close to the previous office. In March 2023 the new Glasgow office was purchased and has been refurbished during this financial year (£0.5m including refurbishment). The search for an office in Cardiff did not produce anything appropriate so we decided to rent a new space, which we did in Jan 2024, which is a significant improvement on the last office.

COVID Response Programme

Following the decision during 2020 to set up a COVID Response Programme to try to help mitigate the impact of COVID-19 upon the public's mental health, which has been profound and unequal, work started in earnest in Spring 2021. The Foundation is focusing on three groups who have been particularly negatively impacted by the COVID-19 pandemic: lone parents, BAME and refugee communities, and people with long term physical health conditions. The Foundation's insight has been informed by the evidence generated from its pandemic study which has shown the impact of the pandemic and subsequent lockdowns on the UK population and particular subgroups. The selected groups are also ones where the Foundation has existing experience of evidence-based practice and partnerships that we can draw upon. We have managed to secure matched funding for this work which has enabled the Foundation to amplify the impact. There is £0.2m remaining of these funds and all the programmes are due to finish by December 2024 with all the learnings published and shared accordingly.

Investment Policy and Performance

In light of the extremely generous donations we have had over the last few years, which have given us significant surpluses and hence a cash balance in excess of what is required under the reserves policy, the trustees have decided that an element of these should be invested.

The rationale for this is that trustees have a duty to use the charitable assets to further the charity's aims, which in the case of financial investments will usually involve seeking the maximum return consistent with commercial prudence whilst ensuring a diversified portfolio.

Therefore, the trustees have decided that a mixed portfolio of property, investment fund(s) and cash is suitable for the Foundation.

The selected investment fund needed to be in line with the Foundation's aims, whilst providing a good risk/return profile.

The fund was deliberately chosen with ethical, environmental and sustainable criteria in mind.

Based on this the CCLA Charities Ethical Investment Fund ccla.co.uk/funds/coif-charities-ethical-investment-fund was selected and the £4.1m invested by 31 March 2024 had grown to £5m which includes the £0.5m unrealised gain this year.

Structure, governance & management

Constitution

The Mental Health Foundation is constituted as a company limited by guarantee, Company Registration No. 02350846 (England and Wales), and is a registered charity, Charity Registration Nos. 801130 (England and Wales) and SC039714 (Scotland).

The Group's subsidiary, Mental Health at Work CIC, is a company limited by shares, Company Registration No. 10473373 (England and Wales), ceased trading in January 2024.

Members' liability

In the event of the charitable company being wound up during the period of membership or within the year following, company members are required to contribute an amount not exceeding £1.

Trustees

The trustees constitute directors of the charitable company for the purposes of the Companies Act 2006 and are also members of the charitable company.

Trustees are appointed for an initial three-year term and may be re-elected for a further three-year period. In exceptional circumstances the Board may resolve that a trustee may serve one further term of a maximum of three years. At any one time there must be a minimum of three trustees.

The recruitment of trustees is carried out by the Finance, People & Governance Committee which recommends individuals to be appointed by the Board as a whole. New trustees are sought through a number of different routes – from time-to-time trustee posts may be advertised.

Trustee induction and training

New trustees' induction is carried out by the Chair and Chief Executive and they are additionally invited to spend time with any department of the Foundation in which they are interested. Training is provided as required.

Trustee meetings

The trustees must hold at least four Board meetings each year. In addition, the Board has three sub-committees which usually meet quarterly: Finance, People & Governance, Fundraising & Communications, and Public Mental Health.

Statement of trustees' responsibilities

The trustees (who are also directors of the Mental Health Foundation for the purposes of company law) are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group and of the income and expenditure of the charitable company and the group for that period.

In preparing these financial statements, the trustees are required to:

- ☒ select suitable accounting policies and then apply them consistently;
- ☒ observe the methods and principles in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102);
- ☒ make judgements and estimates that are reasonable and prudent;
- ☒ state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ☒ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that:

- ☒ so far as the trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- ☒ the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Management arrangements

The trustees delegate the management of the Foundation to the staff team led by the Chief Executive and the senior management team (SMT). The Chief Executive has been in place since October 2018. The remaining four members of the SMT have been in place for at least 18 months.

Appointment policy

The Mental Health Foundation is an equal opportunities employer and applies objective criteria to assess merit. It ensures that no job applicant or employee receives less favourable treatment on the grounds of age, race, colour, nationality, religion, ethnic or national origin, gender, marital status, sexual orientation or disability.

Selection criteria and procedures are reviewed regularly to ensure that individuals are appointed and promoted on the basis of their relevant merits and abilities.

Remuneration policy

The Mental Health Foundation is committed to ensuring a fair and equal remuneration process for all staff so that we can ensure all staff are paid appropriately for the work they do for us. The key management personnel of the charity comprise the trustees and the senior management team (SMT). The overall responsibility of the charity lies with the trustees who have delegated the day-to-day management of the charity to the SMT.

Responsibility for setting the salary of the CEO rests with the trustees, following discussion with the Chief Operating Officer. Responsibility for setting all other salaries also rests with the trustees but will be based on a proposal from SMT.

The Foundation has a pay and benefits system which provides a clear structure for salaries for new appointments and for salary progression for existing staff as well as clear criteria for evaluating and benchmarking new and changing roles for equitable pay.

The Foundation is signed up to the [Living Wage Foundation](#) and ensures all employees are paid at least the London Living Wage regardless of where they are based.

Pension arrangements

The Foundation operates a non-contributory individual money-purchase scheme for all eligible members of staff, contributing 10% of pensionable salary to each employee's fund. Employees can additionally choose to make employee contributions to their pension. The scheme is fully compliant with auto-enrolment regulations.

In line with our recognition that our activities have an environmental impact, our environmental policy lays out our commitment to sustainability in our practices from a people, financial and environmental perspective. To this end, because where pension schemes have their finances invested can be a leading contribution to the climate crisis, we have our pension scheme with Cushon (cushon.co.uk/info/pension) which runs a Net Zero scheme.

Project delivery

Projects are delivered through a combination of in-house and external research, practice development, publications and other dissemination activities. Projects are supported by advisory committees of experts if required. The Foundation has well-developed links with central and devolved nations governments, health, local government, housing and social services bodies across the United Kingdom, as well as professional bodies, academic research centres and voluntary sector organisations. It is committed to partnership work wherever this will maximise effectiveness and impact.

The Foundation has working relationships with many organisations, as described above. These are carefully curated in order to add value to the nature and content of the programmes as effectively as possible.

Environmental management

The Foundation acknowledges the negative impact that the on-going consequences of the failure to systematically address the climate and ecological crisis is having, and will have, on the Mental Health of the Earth's population. Therefore, in line with our values of walking our talk, we have ensured we are looking at all areas of our organisation to find ways to improve our impact on this man-made crisis.

The main areas where we aim to embed this are

- ✉ Where we invest our pensions (cushon.co.uk/info/pension) and any investments (we invest with CCLA ccla.co.uk who have a strong ESG focus).
- ✉ Travel, where possible we ensure travel is done in a sustainable way with trains the default over planes.
- ✉ Purchasing, we have a purchasing policy that embeds an ESG lens on decisions.
- ✉ Our office footprint, we ensure that any purchased or rented offices have an environmental review and we ensure energy used is renewable and waste/water is managed.

Risk management

The senior management team takes the lead in reviewing the key risks facing the Mental Health Foundation on a regular basis, after considering input from across the organisation. These are documented in a risk register, which is reviewed by the Finance, People & Governance Committee and approved by the trustees at least annually.

The risk register is updated to reflect recent operational and financial developments, strategic annual organisational objectives, and changes in the external environment. Each risk item is analysed according to its perceived potential impact and likelihood of occurrence, together with actions that either have been, or will be, taken in mitigation.

The principal risks currently facing the organisation are:

- ☒ Vulnerability to cyber attack
- ☒ Political and Societal uncertainty leading to a decreased focus on Mental Health
- ☒ Not being able to demonstrate the impact of the work we do

The plans and strategies for managing these risks are:

- ☒ Unfortunately cyber attacks are a regular occurrence in society and MHF isn't immune. We have implemented training for staff especially highlighting the risk of clicking on links in emails and have Multi Factor authentication in place. During 2024 we will be doing a full review and will be assessing whether to work towards formal accreditation.
- ☒ The Foundation continues to push for lasting change for the prevention agenda, engaging with all players in the political spectrum at a UK and national level.
- ☒ To help us ensure we have a combined focus across MHF we have instigated a new outcomes measuring system, OKRs (Objectives and Key Results). This will help ensure that we are directly addressing our strategic objectives, can measure impact and can effectively communicate this.

For the principal risks listed last year which are not on the principal risks for the current year the main actions the charity has taken are:

- ☒ We instigated a staff freeze and then decided to do a redundancy programme to decrease our staff costs and get our unrestricted cost base more in line with our on-going unrestricted income. We are continuing to look at both income and expenditure to ensure that we maintain adequate but not excessive reserves.
- ☒ We instigated a safeguarding review and have now

implemented the recommendations, which has set us up well to manage this area.

The trustees have confirmed that there are procedures in line with key risks and other identified risks to prevent or manage their effects. These procedures include implementation of control systems and processes throughout the entire organisation, the transfer of risk to external insurers, and the management of risks that cannot be avoided.

The trustee's report, prepared under the Charities Act 2011, which also contains all information required in a director's report by the Companies Act 2006, and the incorporated strategic report, prepared under the Companies Act 2006, were approved by and signed on behalf of the trustees.



AISHA SHEIKH-ANENE, Chair of Trustees

20.09.2024

Independent auditor's report

To the trustees and members of the Mental Health Foundation

We have audited the financial statements of the Mental Health Foundation (the 'charitable parent company') and its subsidiary (the 'group') for the year ended 31 March 2024 which comprise the consolidated statement of financial activities, the charitable parent company and group balance sheets, the consolidated statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- ☒ give a true and fair view of the state of the charitable parent company's affairs and those of the group as at 31 March 2024 and of the group's income and expenditure for the year then ended;
- ☒ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- ☒ have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable parent company and group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events

or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report and consolidated financial statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- ☒ the information given in the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ☒ the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable parent company and of the group and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- ☒ proper and adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- ☒ the financial statements are not in agreement with the accounting records and returns; or
- ☒ certain disclosures of trustees' remuneration specified by law are not made; or
- ☒ we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable parent company's and the group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable parent company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the

aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

How the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ☒ The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- ☒ We identified the laws and regulations applicable to the charitable parent company and the group through discussions with key management and from our knowledge and experience of the charity sector;
- ☒ We focused on specific laws and regulations which we considered may have a direct material effect on the accounts or the activities of the charitable parent company and group. These included but were not limited to the Companies Act 2006, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102) (effective 1 January 2019) and the Code of Fundraising Practice; and
- ☒ We assessed the extent of compliance with the laws and regulations identified above through making enquiries of key management and review of minutes of trustees' meetings.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- ☒ Making enquiries of key management as to where they considered there was susceptibility to fraud and their knowledge of actual, suspected and alleged fraud; and
- ☒ Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- ☑ Tested and reviewed journal entries to identify unusual transactions;
- ☑ Carried out substantive testing of expenditure including the authorisation thereof;
- ☑ Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- ☑ Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- ☑ Agreeing financial statement disclosures to underlying supporting documentation;
- ☑ Reading the minutes of meetings of trustees; and
- ☑ Enquiring as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [frc.org.uk/auditorsresponsibilities](https://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

Use Of Our Report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charity's trustees as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Shachi Blakemore

Senior Statutory Auditor

For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

Date: 7 October 2024

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Group statement of financial activities (including income and expenditure account)

Year to 31 March 2024

	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	Total 2024 funds £'000	Total 2023 funds £'000
Income from:							
Donations		1,575	32	—	—	1,607	2,044
Legacies		1,894	—	—	—	1,894	991
Fundraising events		742	1	—	—	743	609
Investments		176	—	—	—	176	168
Charitable activities		—	—	—	—	—	—
- Statutory grants receivable	1	—	918	—	—	918	882
- Other grants	1	2	1,413	—	—	1,415	1,470
- Charitable trading activities	2	737	57	—	—	794	1,210
Total income		5,126	2,421	—	—	7,547	7,374
Expenditure on:							
Raising funds		1,822	—	—	—	1,822	1,776
Charitable activities	3	—	—	—	—	—	—
- Mental Health Programmes		1,926	2,183	—	—	4,109	4,893
- Information, education, dissemination and advisory services programme		2,257	219	496	—	2,972	4,394
Total expenditure		6,005	2,402	496	—	8,903	11,063
Operating (expenditure) for the year before transfers		(879)	19	(496)	—	(1,356)	(3,689)
Unrealised gains (losses) on investment		472	—	—	—	472	(366)
Net (expenditure) for the year before transfers	6	(407)	19	(496)	—	(884)	(4,055)
Transfers between funds	14	398	20	(418)	—	—	—
Net (expenditure)		(9)	39	(914)	—	(884)	(4,055)
Disposal of Mental Health at Work CIC		115	—	—	—	115	—
Net movement in funds		106	39	(914)	—	(769)	(4055)
Reconciliation of funds:							
Funds brought forward at 1 April		6,670	865	7,276	45	14,856	18,911
Funds carried forward at 31 March		6,776	904	6,362	45	14,087	14,856

The group's activities derived from the charity's continuing operations during the above two financial periods and the subsidiary's operations until January 2024 when it ceased trading.

A full comparative statement of financial activities for the previous year is shown in the appendix to these financial statements.

Charity statement of financial activities (including income and expenditure account)

Year to 31 March 2024

	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	Total 2024 funds £'000	Total 2023 funds £'000
Income from:							
Donations		1,575	32	—	—	1,607	2,044
Legacies		1,894	—	—	—	1,894	991
Fundraising events		742	1	—	—	743	609
Investments		176	—	—	—	176	168
Charitable activities		—	—				
- Statutory grants receivable	1	—	918	—	—	918	882
- Other grants	1	2	1,413	—	—	1,415	1,470
- Charitable trading activities	2	160	57	—	—	217	242
Total income		4,549	2,421	—	—	6,970	6,406
Expenditure on:							
Raising funds		1,822	—	—	—	1,822	1,776
Charitable activities	3						
- Mental Health Programmes		1,926	2,183	—	—	4,109	4,893
- Information, education, dissemination and advisory services programme		1,545	219	496	—	2,260	3,333
Total expenditure		5,293	2,402	496	—	8,191	10,003
Operating (expenditure) for the year before transfers		(744)	19	(496)	—	(1,221)	(3,597)
Unrealised gains (losses) on investment		472	—	—	—	472	(366)
Net (expenditure) for the year before transfers	6	(272)	19	(496)	—	(749)	(3,963)
Transfers between funds	14	398	20	(418)	—	—	—
Net movement in funds		126	39	(914)	—	(749)	(3,963)
Reconciliation of funds:							
Funds brought forward at 1 April		6,650	865	7,276	45	14,836	18,799
Funds carried forward at 31 March		6,776	904	6,362	45	14,087	14,836

All of the charity's activities derived from continuing operations during the above two financial periods.

A full comparative statement of financial activities for the previous year is shown in the appendix to these financial statements.

Balance sheets

As at 31 March 2024

	Notes	Group		Charity	
		2024 £'000	2023 £'000	2024 £'000	2023 £'000
Fixed assets					
Tangible assets	10	6,200	6,186	6,200	6,182
Investments	11	4,951	6,129	4,951	6,129
		11,151	12,315	11,151	12,311
Current assets					
Debtors	12	3,350	3,306	3,350	3,076
Short term deposits		262	—	262	—
Cash at bank and in hand		260	522	260	285
		3,872	3,828	3,872	3,361
Liabilities					
Creditors: amounts falling due within one year	13	(936)	(1,287)	(936)	(836)
Net current assets		2,936	2,541	2,936	2,525
Total net assets		14,087	14,856	14,087	14,836
Represented by:					
Funds and reserves					
Income funds					
Unrestricted funds		6,776	6,670	6,776	6,650
Designated funds	15	6,362	7,276	6,362	7,276
Restricted funds	14	904	865	904	865
		14,042	14,811	14,042	14,791
Capital funds					
Permanent endowment funds	16	45	45	45	45
		14,087	14,856	14,087	14,836

Signed on behalf of the
Trustees by:



AISHA SHEIKH-ANENE
Chair of Trustees

Mental Health Foundation, Company Limited by Guarantee
Registration Number 02350846 (England and Wales)

Approved by the Trustees on 20 September 2024

Group statement of cash flows

Year to 31 March 2024

	Notes	2024 £'000	2023 £'000
Cash flows from operating activities:			
Net cash (used in) operating activities	A	(1,594)	(3,366)
Cash flows from investing activities:			
Investment income received		177	168
Purchase of tangible fixed assets		(233)	(346)
Transfer to short term cash investments		(262)	—
Long term cash investment disposals		1,650	2,300
Net cash provided by investing activities		1,332	2,122
Change in cash and cash equivalents in the year		(262)	(1,244)
Cash and cash equivalents at 1 April 2023	B	522	1,766
Cash and cash equivalents at 31 March 2024	B	260	522

Notes to the statement of cash flows for the year to 31 March 2024.

A Reconciliation of net movement in funds to net cash provided by operating activities

	2024 £'000	2023 £'000
Net movement in funds (as per the statement of financial activities)	(769)	(4,054)
Adjustments for:		
Depreciation charge for the year	215	211
Investment income receivable	(177)	(168)
Unrealised investment (gain) loss	(472)	366
Disposal of Mental Health at Work CIC	4	—
(Increase) decrease in debtors	(44)	199
(Decrease) increase in creditors	(351)	80
Net cash (used in) operating activities	(1,594)	(3,366)

B Analysis of cash and cash equivalents

	2024 £'000	2023 £'000
Total cash and cash equivalents:		
Cash at bank and in hand	260	522
Short term cash investments	262	—

No separate statement of changes in net debt has been prepared as there is no difference between the movements in cash and cash equivalents and movement in net cash (debt).

Principal accounting policies

Basis of accounting

These financial statements have been prepared for the year to 31 March 2024 with comparative information provided in respect to the year to 31 March 2023.

The financial statements have been prepared under the historical cost convention with items initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to the financial statements.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in sterling and are rounded to the nearest thousands.

Basis of consolidation

The consolidated financial statements of the Group incorporate the financial statements of Mental Health Foundation and its subsidiary undertaking Mental Health at Work CIC until January 2024 when the subsidiary ceased trading. The net expenditure attributable to the charity in the year was £1,221k (Net expenditure in 2023: £3,597k).

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of at least one year from the date of approval of these financial statements.

The trustees have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

Income recognition

Income is recognised in the period in which the charity is entitled to receipt, the amount can be measured reliably, and it is probable that the funds will be received.

Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

Income comprises donations, legacies, income from fundraising events, interest receivable, investment income, grants and other trading income.

Donations and income from events are recognised when the charity has confirmation of both the amount and settlement date. In the event of donations pledged but not received, the amount is accrued for where the receipt is considered probable. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are included in the statement of financial activities when the charity is entitled to the legacy, the executors have established that there are sufficient surplus assets in the estate to pay the legacy, and any conditions attached to the legacy are within the control of the charity. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

Entitlement is taken as the earlier of the date on which either:

- ☐ the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor to the charity that a distribution will be made; or
- ☐ a distribution is received from the estate.

Where legacies have been notified to the charity, or the charity is aware of the granting of probate, but the criteria for income recognition have not been met, the legacy is treated as a contingent asset and disclosed if material. In the event that the gift is in the form of an asset other than cash, or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title of the asset having been transferred to the charity.

Grants and donations from government, other statutory agencies and charitable bodies are included as income from charitable activities where these amount to a contract for service or where they are specific to particular activities. Along with income of a contractual nature and income generated from trading and commercial sources, they are recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured. All such income is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Other trading income is recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured.

Investment income is recognised once the dividend or interest has been declared and notification has been received of the amount due.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings. The classification between activities is as follows:

- ☒ Expenditure on raising funds include the salaries, direct costs and support costs associated with generating donated income.
- ☒ Expenditure on charitable activities, including grants payable, comprises expenditure on the charity's primary charitable purposes as described in the trustees' report.

Welfare grants payable to individuals are included in the statement of financial activities when approved.

Grants or award funding to institutions are included in full in the statement of financial activities when the award agreement has been returned, completed and signed by the recipient. Small final instalments of some award grant payments are subject to receipt of a satisfactory final report on the award project.

Allocation of support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprise the costs involving the public accountability of the charity (including audit costs) and costs in respect to its compliance with regulation and good practice.

Support costs and governance costs are apportioned using percentages based on the time spent on the activities by the employees of the charity.

Tangible fixed assets

All assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised.

Expenditure on the purchase and replacement of fixtures, fittings and equipment is capitalised and depreciated, on a straight-line basis, over a period ranging from 3 to 10 years, in order to write off each asset over its estimated useful life.

Property is depreciated using the diminishing value method at a 2% rate.

Investments

Cash deposits held in interest earning accounts and held for the long term are classified as fixed asset investments.

Investments in unlisted companies are included on the balance sheet at a valuation determined by the trustees, calculated having regard to the net asset value of the relevant company at the balance sheet date.

Listed investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Investment gains and losses are recognised in the statement of financial activities.

The Foundation does not acquire complex financial instruments.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. Debtors have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as current asset investments. Cash placed on deposit for more than one year is disclosed as a fixed asset investment.

Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt.

They have been discounted to the present value of the future cash payment where such discounting is material.

Fund structure

The general fund comprises those monies which may be used towards meeting the charitable objectives of the charity and may be used at the discretion of the trustees.

The designated funds represent assets set aside by the trustees to be applied in future years towards specific purposes.

The restricted funds are monies raised for a specific purpose, or donations subject to donor-imposed conditions.

The permanent endowment funds comprise monies which must be held as capital indefinitely. The income therefrom is used in accordance with the terms of each individual endowment (note 16).

Pension costs

Contributions to employees' personal pension plans and in respect to defined contribution schemes are charged to the statement of financial activities in the year in which they are payable to the relevant scheme.

Termination benefits

Termination benefits, included redundancy costs, are recognised when the charity has the obligation to pay the benefits and they can be measured reliably.

Donated professional services

Donated professional services are recognised on the basis of the value of the gift to the charity which is the amount that the charity would have been willing and able to pay to obtain those services on the open market; a corresponding amount is then recognised in expenditure in the same period.

Leased assets

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged on a straight-line basis over the lease term.

Critical accounting estimates and areas of judgement

Preparation of the financial statements requires the trustees to make significant judgements and estimates.

The items in the financial statements where these judgements and estimates have been made include:

- ☒ Estimating the useful economic life of tangible fixed assets for the purposes of calculating the depreciation charge;
- ☒ Estimating the recoverability of debtors and determining any necessary provision for bad or doubtful debts;
- ☒ Estimating the future income and expenditure streams which underpin the going concern assumption;
- ☒ Estimating the probability and value of legacy distributions; and
- ☒ Determining the basis for the allocation of support and governance costs across the charitable key areas of activity as shown in note 3.

Notes to the financial statements 31 March 2024

1. INCOME FROM: GRANTS RECEIVABLE

Group and Charity	2024 £'000	2023 £'000
Statutory grants		
Scottish	597	642
English and Welsh	321	240
	918	882
Other grants	1,415	1,470
	2,333	2,352

The income from grants relate to the following charitable activities:

Group and Charity	2024 £'000	2023 £'000
Mental Health Programmes	1,673	1,668
Information, education, dissemination and advisory services programme	660	684
	2,333	2,352

Statutory grants receivable comprise:

Group and Charity	2024 £'000	2023 £'000
Scottish		
Anti-Poverty Research Partnership (Scottish Government)	10	-
Elevate (Scottish Government)	60	60
New Scots Edinburgh Partnership (South West Children's Practice Team)	-	50
Scottish Government Mental Health Ref Group (Scottish Government)	115	117
Scottish Mental Health Arts and Film Festival (SMHAFF) (NHS Lothian)	-	10
Scottish Mental Health Arts and Film Festival (SMHAFF) (Scottish Association for Mental Health)	-	8
Scottish Mental Health Arts and Film Festival (SMHAFF) (NHS Greater Glasgow & Clyde)	-	5
Scottish MH Res Network (NRS Mental Health Network)	9	9
Stigma (Scottish Association for Mental Health)	100	100
The Children Young People Families and Adult Learning (Scottish Government)	78	-
Talking Heads (Scottish Government)	-	10
Together to Thrive - Youth MH Task Sharing (NHS Tayside)	-	30
Together to Thrive - Youth MH Task Sharing (Dundee City Council)	-	50
Visibility & Voices (Glasgow City Council)	29	31
VOX (Scottish Government)	196	162
	597	642
English and Welsh		
Arts Festival Wales (Art Council of Wales)	-	2
Becoming a Man (Islington Council)	206	138
Becoming a Man (London Borough of Lambeth)	113	-
COVID Response Programme - Perthyn Phase 3 (Welsh Government)	-	100
Creating Connections (Department of Health and Social Care)	2	-
	321	240
Total Statutory Grants	918	882

1. INCOME FROM: GRANTS RECEIVABLE (CONTINUED)

Other grants comprise:

Group and Charity (by funder)	2024 £'000	2023 £'000
National Lottery funding	71	21
England – Community Fund (Kids Time)	-	20
Scotland – Heritage Fund (Reclaim Our Heritage)	-	1
Scotland – Heritage Fund (Our Power: Collectively Challenging Racist Microaggressions)	61	-
Northern Ireland – Community Fund (Spring Flowers)	10	-
Barnardo's	88	85
Mental Health & Wellbeing Evaluation	-	41
CPPSP MH & Wellbeing Evaluation Phase 3	88	44
Pinterest	363	-
Digital Image Library	60	-
Mental Health Awareness Week 2024	303	-
Group and Charity (by project)		
Scottish Mental Health Arts and Film Festival (SMHAFF)	53	16
Creative Scotland	45	11
Baring Foundation	8	-
Other grants	-	5
Peer Education	22	118
Constance Travis Charitable Trust	-	50
Lloyds	-	66
FASTn	-	2
University of Bristol	22	-
Becoming a Man	522	589
Constance Travis Charitable Trust	60	-
Islington Council - £206k listed in Statutory grants above	-	-
London Borough of Lambeth - £113K listed in statutory grants above	-	-
Movember	200	80
Youth Endowment Fund	262	509

CONTINUED

1. INCOME FROM: GRANTS RECEIVABLE (CONTINUED)

	2024 £'000	2023 £'000
Other grants >£25,000		
Aberlour Charitable Trust	30	-
Baring Foundation (Commissions and Creative Network)	-	(14)
Baring Foundation (Art and Mental Health Resources Development)	27	-
Garfield Weston Foundation (U OK?)	-	50
Lloyd's of London Foundation (U OK?)	-	50
Monday Charitable Trust (COVID Response Programme)	-	250
Monday Charitable Trust (Bridges to Belonging)	100	-
Motability (Transport and Public Mental Health)	30	112
The Blue Thread (Refugee Communications Project)	-	74
T.U.U.T Charitable Trust (U OK?)	58	25
Other grants <£25,000		
Association of Colleges	-	16
Brabners Foundation	-	3
Community Development and Health Network	5	-
Creative Scotland	-	4
London South East Colleges	-	24
Single Parents Wellbeing CIC (National Lottery Community Fund)	23	17
Single Parents Wellbeing	-	17
SJP Charitable Foundation	-	5
Ulster Garden Villages	3	-
University of Glasgow	19	4
University of Stirling	-	3
University of York	1	1
Other grants <£25,000	-	-
	1,415	1,470

The Group has also received free legal advice valued at £82,052 (2023: £35,309)

2. INCOME FROM: CHARITABLE TRADING ACTIVITIES

Group and Charity	2024 £'000	2023 £'000
Publications and merchandise	123	120
Training	8	7
Contract	49	78
Other	37	21
Charity total	217	226
Income from subsidiary	577	984
Group total	794	1,210

Expenditure relating to the Group's subsidiary, Mental Health at Work CIC, are included in costs associated with charitable activities.

Of the above, £5,300 of publications, £46,700 of contract and £4,900 of other income related to restricted funds.

(2023: £8,000 of publications, £43,000 of contract, £7,000 of training and £4,000 of other income related to restricted funds).

3. EXPENDITURE ON CHARITABLE ACTIVITIES

Group	Direct costs £'000	Support costs (note 5) £'000	Total 2024 £'000	Direct costs £'000	Support costs (note 5) £'000	Total 2023 £'000
Mental Health Programmes	3,059	1,050	4,109	4,004	889	4,893
Information, education, dissemination and advisory services programme	2,657	315	2,972	3,861	532	4,393
	5,716	1,365	7,081	7,865	1,421	9,286

Charity	Direct costs £'000	Support costs (note 5) £'000	Total 2024 £'000	Direct costs £'000	Support costs (note 5) £'000	Total 2023 £'000
Mental Health Programmes	3,059	1,050	4,109	4,004	889	4,893
Information, education, dissemination and advisory services programme	1,978	282	2,260	2,839	492	3,331
	5,037	1,332	6,369	6,843	1,381	8,224

Direct costs comprise:

Group	Staff costs £'000	Other costs £'000	Total 2024 £'000	Staff costs £'000	Other costs £'000	Total 2023 £'000
Mental Health Programmes	2,409	650	3,059	2,700	1,304	4,004
Information, education, dissemination and advisory services programme	1,281	1,376	2,657	2,287	1,574	3,861
	3,690	2,026	5,716	4,987	2,878	7,865

Charity	Staff costs £'000	Other costs £'000	Total 2024 £'000	Staff costs £'000	Other costs £'000	Total 2023 £'000
Mental Health Programmes	2,409	650	3,059	2,700	1,304	4,004
Information, education, dissemination and advisory services programme	775	1,203	1,978	1,544	1,295	2,839
	3,184	1,853	5,037	4,244	2,599	6,843

4. GOVERNANCE COSTS

Group and Charity	2024 £'000	2023 £'000
Legal and professional fees	39	25
Trustees' expenses and other trustee related costs	4	3
Charity total	43	28

All governance costs relate to unrestricted funds.

5. SUPPORT COSTS

Group	Office £'000	IT £'000	Finance £'000	Human resources £'000	Total 2024 £'000
Costs of raising funds	148	45	46	59	298
Mental Health Programmes	520	158	164	208	1,050
Information, education, dissemination and advisory services programme	147	62	44	62	315
	815	265	254	330	1,663

Group	Office £'000	IT £'000	Finance £'000	Human resources £'000	Total 2023 £'000
Costs of raising funds	113	47	34	70	264
Mental Health Programmes	381	157	115	236	889
Information, education, dissemination and advisory services programme	220	116	64	132	532
	714	320	213	438	1,685

Support costs are allocated to the activities they are supporting on the basis of the number of staff working on each activity.

6. NET INCOME

This is stated after charging:

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Staff costs (note 7)	5,074	6,656	4,568	5,913
Depreciation	215	319	215	209
Auditor's remuneration				
- Audit	19	18	19	18
Operating lease rentals				
- Land and buildings	100	87	100	87

7. STAFF COST

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Wages and salaries	4,269	5,575	3,820	4,913
Social security costs	434	608	387	530
Other pension costs	371	466	361	463
	5,074	6,649	4,568	5,906
Agency and temporary staff	-	7	-	7
	5,074	6,656	4,568	5,913

The average monthly number of employees (including temporary staff) during the year was 110 (2023: 145).

Redundancy payments of £151,925 were paid during the year including redundancy due to liquidation of £28,962 (2023: £31,352 redundancy payments; £10,338 settlement payments).

The number of employees who earned £60,000 per annum or more (including taxable benefits but excluding employer pension contributions) during the year was as follows:

Group	2024 No.	2023 No.
£60,000 - £70,000	3	4
£70,000 - £80,000	1	1
£80,000 - £90,000	2	3
£100,000 - £110,000	1	-
£110,000 - £120,000	-	1

Employer contributions made to a money purchase scheme in respect of the above employees during the year amounted to £53,619 (2023: £59,259).

The key management personnel in charge of directing, controlling, running and operating the group on a day-to-day basis comprise the trustees together with the Chief Executive, the Director for England, the Director for Scotland, Wales and Northern Ireland, the Director of Fundraising and Communications, and the Chief Operating Officer. The total remuneration payable to key management personnel during the year was £502,222 (2023: £572,070).

8. TRUSTEES' REMUNERATION, EXPENSES AND DONATIONS

No trustee received any remuneration in respect of their services as a trustee during the year (2023: none). Expenses reimbursed to, or paid on behalf of, trustees during the year were as follows:

	2024		2023	
	No of trustees	Aggregate amount £'000	No of trustees	Aggregate amount £'000
Travel, expenses and other	8	3	7	2

The trustees have taken out trustee indemnity insurance to cover the liability which by virtue of any rule of law would otherwise attach to the trustees in respect of any negligence, default, breach of trust or breach of duty of which they may be guilty in relation to the Foundation. The premium paid by the charity during the year amounted to £12,435 (2023: £10,433) and provided cover of £1,000,000 (2023: £1,000,000).

The charity received £2,078 donations from trustees during the year (2023: none).

9. TAXATION

The Mental Health Foundation is a registered charity and, therefore, is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

10. TANGIBLE FIXED ASSETS

Group	Property £'000	Fixtures, fittings and equipment £'000	Total £'000
Cost			
At 1 April 2023	6,154	309	6,463
Additions	196	37	233
Disposals	-	(12)	(12)
At 31 March 2024	6,350	334	6,684
Depreciation			
At 1 April 2023	184	93	277
Charge for the year	148	67	215
Disposals	-	(8)	(8)
At 31 March 2024	332	152	484
Net book values			
At 31 March 2023	5,970	216	6,186
At 31 March 2024	6,018	182	6,200

Charity	Property £'000	Fixtures, fittings and equipment £'000	Total £'000
Cost			
At 1 April 2023	6,154	304	6,458
Additions	196	37	233
Disposals	-	(6)	(6)
At 31 March 2024	6,350	335	6,685
Depreciation			
At 1 April 2023	184	92	276
Charge for the year	148	67	215
Disposals	-	(6)	(6)
At 31 March 2024	332	153	485
Net book values			
At 31 March 2023	5,970	212	6,182
At 31 March 2024	6,018	182	6,200

11. INVESTMENTS

Group and charity	2024	2023
	£'000	£'000
Listed investments		
Market value at 1 April	6,129	8,795
Disposals at cost	(1,650)	(2,300)
Net unrealised investment (losses) gains	472	(366)
Market value at 31 March	4,951	6,129
Cash deposits – current asset	262	-
	5,213	6,129
Historic cost of listed investments	4,050	5,700

Individual holdings representing more than 5% of the market value of the portfolio at the balance sheet date are as follows:

	2024	2023
	£'000	£'000
COIF Charities Ethical Investment Fund	4,951	6,129

The charity's unlisted investments also comprise shares in Helpcards Holdings Limited and Mental Health at Work CIC.

The charity holds 7,227 1p shares in Helpcards Holdings Limited, comprising 1.23% of the share capital. The shares have been valued by the trustees having regard to the company's net assets as at 31 March 2024.

On 27 July 2018, the shareholders of Mental Health at Work CIC gifted the shares in the company to the charity. On 25 January 2024 the Mental Health at Work CIC passed a resolution to wind up the Company.

12. DEBTORS

	Group		Charity	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Trade debtors	81	302	81	72
Prepayments	294	359	294	359
Accrued income	244	359	244	359
Other debtors	25	23	25	23
Legacy notifications	2,706	2,263	2,706	2,263
	3,350	3,306	3,350	3,076

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Expense creditors	382	369	382	358
Other creditors	135	252	135	173
Service delivery deferred income	126	492	126	131
Fundraising events deferred income	125	111	125	111
Accruals	168	63	168	63
	936	1,287	936	836

Deferred income includes the following income received in advance to carry out the activities in the next financial year: Barnardo's for the Core Priority Programme Strategic Partnership Mental Health & Wellbeing Evaluation: £33,106 and grant from Creative Scotland £93,000 for delivery of the Scottish Mental Health Arts Festival.

Deferred income also includes income for the following fundraising events postponed to the next financial year: London Marathon 2024: £78,565; Edinburgh Marathon 2024 £17,427; London Landmarks Half Marathon 2024: £25,433 and Great North Run 2024: £3,317.

Deferred income

Group and charity	At 1 April 2023 £'000	Released £'000	New resources deferred £'000	At 31 March 2024 £'000
Service delivery deferred income	492	(492)	126	126
Fundraising events deferred income	111	(111)	125	125
	603	(603)	251	251

14. RESTRICTED FUNDS

The income funds of the charity and group include restricted funds comprising the following donations and grants held on trust to be applied for specific purposes:

	At 1Apr 2023 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31Mar 2024 £'000
Anti Poverty Research Partnership	-	10	(10)	-	-
Arts & MH Resource Development	-	27	(14)	-	13
Barnardo's CPPSP MH & Wellbeing Evaluation Phase 3	49	88	(118)	-	19
Becoming a Man	-	262	(262)	-	-
Becoming a Man (CTCT)	-	60	(30)	-	30
Becoming a Man (Islington Council)	44	206	(190)	-	60
Becoming a Man (Lambeth Council)	-	113	(93)	-	20
Becoming a Man (Movember)	73	200	(160)	-	113
Belonging	-	43	(43)	-	-
Beyond Visibility	-	29	(29)	-	-
Bridges to Belonging	-	100	(16)	-	84
Corporate restricted income	-	383	-	(383)	-
COVID Research	-	-	(1)	1	-
COVID Response Programme - Home	96	-	(96)	-	-
Creating Connections	-	2	(2)	-	-
CYPFAL	-	78	(78)	-	-
Digital Image Library	-	-	(39)	60	21
Elevate	-	60	(60)	-	-
Future Learn	95	-	(63)	-	32
Impact of Racism on MH	-	-	-	22	22
J Sinson	7	-	-	-	7
Learning Partner	16	3	(10)	(9)	-
MHAW 2024	-	-	(92)	303	211
Mind Our Future - Single Parents	5	23	(26)	-	2
My Life My Future	9	-	(10)	1	-
Our Power: Collectively Challenging Racist Microaggressions	-	61	(27)	-	34
Parent Champion Network	-	-	(16)	20	4
Peer Education Project	69	28	(49)	(48)	-
Peer Group Mentoring in Angus	7	30	(17)	-	20
Primary School Programme	20	-	-	-	20
Refugee Communications Project	74	-	(23)	-	51
Research Consultancy NI	-	4	(2)	-	2
Restricted Legacies - Helen Oliver	21	-	-	(21)	-
Restricted Legacies - Research	93	-	(61)	(1)	31

CONTINUED

14. RESTRICTED FUNDS (CONTINUED)

	At 1 Apr 2023 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2024 £'000
Scottish Government Mental Health Ref Group	-	115	(115)	-	-
Scottish Mental Health Arts Festival	25	66	(92)	1	-
Scottish MH Res Network	-	9	(9)	-	-
SOCTIS	-	19	(13)	-	6
Spring Flowers	-	18	(12)	-	6
Stigma	3	100	(99)	-	4
Talking Heads	10	-	(8)	-	2
Targeted 22-23 EDI Programme	4	-	(2)	-	2
Transport and Public Mental Health	8	29	(21)	-	16
UOK	78	59	(113)	48	72
VOX	-	196	(196)	-	-
Youth Mental Health Task Sharing	59	-	(85)	26	-
	865	2,421	(2,402)	20	904

The transfers include £363,497 to the Mental Health Awareness Week 2024 (MHAW 2024) and Digital Image Library raised by the Corporate team through the Corporate Restricted Income code.

14. RESTRICTED FUNDS 2023

	At 1 Apr 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2023 £'000
Arts Festival Wales	6	(12)	(7)	13	-
Barnardo's CPPSP MH & Wellbeing Evaluation Phase 3	-	44	2	3	49
Barnardo's Mental Health & Wellbeing Evaluation	102	41	(139)	(4)	-
Barnardo's National Counter Trafficking Service Sleep	-	8	(8)	-	-
Becoming a Man	-	509	(509)	-	-
Becoming a Man (Islington Council)	-	138	(94)	-	44
Becoming a Man (Movember)	-	80	(6)	-	74
Blue Prescribing - London	27	-	(32)	5	-
Blue Prescribing - Summerset	9	-	-	(9)	-
Commissions and Creative Network	12	-	(12)	-	-
Corporate restricted income	299	117	-	(416)	-
COVID Research	-	-	(1)	1	-
COVID Response Programme - Home	524	350	(1,040)	260	94
Elevate	-	60	(60)	-	-
Future Learn	-	-	(21)	116	95
Gaming and Mental Health	1	-	-	-	1
J Sinson	7	-	-	-	7
KidsTime Southwark	46	20	(64)	(2)	-
Learning Partner	32	17	(29)	(4)	16
Mind Our Future - Single Parents	-	17	(12)	-	5
My Life My Future	62	-	(53)	-	9
New Scots Edinburgh Partnership	1	50	(51)	-	-
Peer Education Project	90	72	(159)	66	69
Peer Group Mentoring in Angus	-	15	(8)	-	7
Picture This	26	-	(29)	3	-
Primary School Programme	20	-	-	-	20
Refugee Communications Project	-	74	-	-	74
Refugee Health Policy Action Group	6	2	(8)	-	-
Restricted Legacies - Helen Oliver	96	-	-	(75)	21
Restricted Legacies - Research	191	-	(98)	-	93
Scottish Government Mental Health Ref Group	-	117	(117)	-	-
Scottish Mental Health Arts Festival	-	25	-	-	25
Scottish MH Res Network	-	9	(9)	-	-
SMHAFF Restricted	53	17	(70)	-	-
SOCTIS	-	1	(1)	-	-
South Wales Police	3	-	(6)	3	-

CONTINUED

14. RESTRICTED FUNDS 2023 (CONTINUED)

	At 1 Apr 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2023 £'000
Stigma	38	100	(135)	-	3
Talking Heads	-	10	-	-	10
Targeted 22-23 EDI Programme	-	4	-	-	4
Thriving Learners	56	-	(56)	-	-
Transport and Public Mental Health	-	115	(107)	-	8
Triumph	0	3	(3)	-	-
U OK?	31	121	(124)	50	78
Visibility & Voices	-	31	(31)	-	-
VOX	33	162	(195)	-	-
Wales Arts Learning and Development	-	16	(15)	(1)	0
Youth Mental Health Task Sharing	-	80	(21)	-	59
	1,771	2,413	(3,328)	9	865

Anti-Poverty Research Partnership

The Mental Health Foundation and Poverty Alliance Partnership project is funded by the Scottish Government to understand training and support needs of Poverty Alliance member organisations, informing the development of a capacity building model around preventative approaches to mental health.

Arts and Mental Health Resource Development

The purpose of the project is to produce and distribute an ambitious national best practice resource for artists and arts organisations who want to make or commission live artistic work about mental health. It covers everything from autobiographical shows about anxiety and depression to participatory projects working with vulnerable people. The new resource is called 'Managing Anxiety' and is on track to be launched in the summer of 24 and will be available at mhfestival.com

Barnardo's CPPSP MH & Wellbeing Evaluation Phase

The evaluation of the Barnardo's Core Priority Programme in Mental Health and Wellbeing is the final phase of work. This was commissioned by Barnardo's to gain insights and learning from the implementation of a systems-change approach in infant, children and young people's mental health services in three localities – North Tyneside (England), Renfrewshire (Scotland) and South Eastern Trust (Northern Ireland). The overarching aim of the programme is to demonstrate the added value of a strategic partnership approach facilitated by the third sector to improving child and young people's mental health. The final reports bring together learning from across the previous 5 year evaluation and learning partnership. The four final reports include a focus on the key 'building blocks' which outlines the core aspects required to facilitate systems change within infant, child and youth mental health systems. There are also three local area reports that utilise mixed methodology to measure progress towards locally agreed outcomes. The reports will be available in late summer 24 when the Barnardo's Core Priority Programme in Mental Health and Wellbeing comes to an end.

Becoming a Man

A trauma-informed mentoring and counselling project in Lambeth and Islington, which integrates clinical theory and practice, men's rites of passage work, and a dynamic approach to youth engagement. Over a two-year curriculum, the programme offers in-school activities that promote relational and emotional learning strongly correlated with positive long-term outcomes in the areas of health, education and justice system involvement. We delivered weekly group counselling sessions (BAM Circles) to groups

of young men across six schools in Lambeth and Islington. We would like to thank the Youth Endowment Fund, Movember and Islington Council for their support towards this incredible project. We would also like thank Lambeth Council for committing to partially fund the continuation of delivering in our three Lambeth schools for the 2023-2024 school year.

Belonging

Asylum seekers in initial accommodation are often dealing with the trauma experienced in their home country or on their journey to the UK, separation from family and friends, concerns for those left behind, a long wait for their application outcome, with no permission to work, and anxiety about receiving an unfavourable outcome or being deported.

MHF ran a 6-month pilot between 2023/24, which included delivering activities to support men's mental health at Stay Belveder Hotels Ltd (SBHL) accommodation, looking to develop peer support, psychoeducational resources and community engagement.

Beyond Visibility

The project (funded by Glasgow City Council's Communities Fund) has made connections with Glasgow Life and is working in partnership with their staff to increase the representation of people seeking asylum and refugees in civic life in Glasgow. Refugee communities have been able to add their voices to shaping future Library Services as well as collectively explore ways to encourage how communities could be more engaged with museums and galleries. The project has also worked with people seeking asylum and refugees to build their skills and confidence to participate on Community Engagement Forums for Health and Social Care Partnerships. The communities we work with recognise the positive impact that having a voice and control over aspects of their lives can have on their mental wellbeing. From our experience we see that many people from refugee backgrounds want to be part of decision-making processes and structures so they can help shape their own lives as well as the lives of other people in Scotland. By providing one to one mentoring to people, we have successfully managed to support people seeking asylum and refugees to contribute to Parent Councils over a period of 3 years. We will continue to build on the successes of our work in this area and use the accumulated learning and recommendations to widen our influence with civic groups and citywide bodies.

Bridges to Belonging

Through the Bridges to Belonging Project, we want to influence a significant change in how people from refugee backgrounds (primarily people going through the asylum

process and those with refugee status) living across the devolved nations of the UK have access to support that positively impacts their mental health and wellbeing. We will work with our partners across the nations to challenge policies that cause distress and advocate for different methods based on the lived experiences of people from refugee backgrounds. This will include building an evidence base to advocate for policy change. We will adapt our existing approaches to work with people from refugee backgrounds across the nations to support the development of knowledge and skills that are rooted in positive mental health and create opportunities to build alliances and better support systems in the nations.

Children, Young People, Families and Adult Learning (CYPFAL)

Funding from the Corra Foundation has enabled us to scale and develop some of our core work in Scotland for children, young people and families. This has included digitising our StressLESS resource for practitioners working with young people and our Small Talk framework for those working with lone parents in the perinatal period. It has also enabled us to share learning through the Small Talk, Big Change podcast and support our Together To Thrive task-sharing project in Dundee.

COVID Response Programme

Our Covid Response programme works with partner organisations to create new projects across the UK, targeting three beneficiary populations identified by our longitudinal Covid study as having more mental health challenges due to the pandemic: people with long-term conditions, lone parents, and people from BAME communities. The Programme is match-funded from external sources and the MHF designated funds.

Creating Connections

Creating Connections is a project that has allowed us to expand existing delivery of facilitated peer support interventions, creating a safe space and increasing social connection. We are targeting two groups at higher risk of suicide: young people, and young parents. Our outcomes are to prevent poor mental health through the creation of a safe space allowing individuals to understand their mental health, learn coping strategies to support them and increase social connectedness. We also aim to prevent escalation of poor mental health and reduce suicide-risk by increasing help-seeking behaviour and confidence to access specialist support.

We began the project in January 2024 with consultation to provide a suicide prevention lens to our existing work and will continue in 2024/25 to deliver peer support interventions in community settings and colleges.

During 2024/25 we will be working closely with our partners Maternal Mental Health Alliance (MMHA) to raise awareness

of the specific needs, and reduce the stigma attached to young parents. We will achieve this through national workforce training, a campaign and resources aimed at those who commission or work directly with young parents.

Digital Image Library

This project was implemented to provide a free-to-use digital image library that realistically depicts how people care for their mental health and that also uses citizen science to engage young people in mental health research.

Elevate

This Scottish Government funded project has worked with Police Scotland, transport, health and education services across Scotland. Elevate delivers learning sessions to these organisations about the needs of people from refugee and asylum seeking communities, and the importance of including them in decision-making. This year we surveyed over 200 people from refugee communities to better understand their experiences of using Scottish public transport and shared the findings of this survey with key organisations across Scotland (and the rest of the U.K.) to bring about positive change. Other successes of Elevate include putting 40 people through an accredited community development course which not only helped people to enhance their skills, knowledge and understanding of public health but also gave them the confidence to engage in key consultation opportunities such as the Scottish Government's Mental Health Strategy. Some of the participants who successfully completed the course gained confidence to pursue further education. This project worked with almost 2,000 people across the three years, and has created community resources that will be used by communities beyond the life of the project.

Feeling Our Way (My Life My Future)

In 2020, Feeling Our Way was developed in Nottingham City in response to the unique and heightened challenges faced by care leavers, particularly social isolation and rapidly deteriorating mental health, as a result of COVID lockdown restrictions. The project, in partnership with Nottingham City Council, provided to-the-doorstep Wellbeing Kits (practical tools such as mindfulness colouring, skipping ropes, self-care items); Digital access (mobile phones, free data, minutes, texts) and Digital Packs (psychoeducation, signposting, interactive resources such as films and quizzes) to promote good mental health and encouraging help-seeking. The project came to an end by August 2023.

Future Learn

Future Learn is an online learning platform where we are developing a suite of free to access e-learning courses aimed primarily at the social care, health and education sectors to better support professionals to understand, protect and sustain the mental health of those they work with. Learners

will engage with the courses through articles, reflective exercises, interactive discussions, and case studies. These courses aim to create lasting learning legacies from our work across Programmes, Policy, and Research, and disseminate our work to wider audiences. Our portfolio of courses includes, 'Mental Health and Wellbeing in the Modern Workplace' and 'Confident Conversations: Supporting the emotional wellbeing of people living with long-term conditions' as well as a new course in development: 'An introduction to trauma informed working with refugees and asylum seekers.'

Impact of Racism on Mental Health

The aim of this research study is to gain better understanding of the impact of racism (and associated stigma) on the mental health and wellbeing of different minority ethnic communities. Also, to examine support systems, coping strategies and the impact of stigma on the ability of different racialised communities and individuals to cope with racism they experience in their everyday lives. This will lead to clear recommendations for action at policy, community, and individual levels.

J Sinson

This fund represents an original donation of £10,000 in memory of Dr Janice Sinson, which is to be used for prizes in ongoing research competitions.

Mental Health Awareness Week 2024

There was increased coverage of Mental Health Awareness Week (MHAW) and more events in all four UK nations, raising awareness of anxiety and the things we can do to help

We published five research briefing papers on the theme of anxiety (for the UK, Scotland, Northern Ireland, Wales, and in Welsh). These documents included data polled from 6,000 adults across the UK on anxiety, its impact, its triggers, and what actually helps. We also conducted separate polls of 1,000 people in Scotland, Wales, and Northern Ireland, and 750 people from Black and minority ethnic communities.

Mind Our Future - Single Parents

The Mental Health Foundation is part of a partnership led by Single Parents Wellbeing who secured funding from the National Lottery Community Fund through their Mind Our Future programme in Wales. A Mental Health Manifesto; Action for Our Future is a project working with young people aged 10 to 24 in single parent households who have an interest in increasing resilience and improving mental health services. This will empower a mentally healthy future generation to feel confident in taking opportunities and actions to move forward and make positive changes in their lives, influence their communities and wider policy development in Wales.

Our Power: Collectively Challenging Racist Microaggressions

Our Power (Collectively Challenging Racist Microaggressions) was a pioneering project in Glasgow that was funded with thanks to The National Lottery Community Fund Scotland. The project supported people from racialised backgrounds to explore, understand and build capacity for themselves to address the mental health impacts of racist microaggressions, through creative peer support workshops.

Parent Champion Network

The purpose of the project is to develop Parents' lived experience champion network, by developing a champion network for parents with lived experience of managing their own mental health or supporting their child with their mental health.

Peer Education Project (PEP)

PEP is our free, school-based, pupil-led mental health education programme. The project trains older students to deliver a comprehensive mental health curriculum to their younger peers.

This project equips young people with the skills and knowledge they need to support their mental health. PEP resources are now available on the MHF website: Peer Education Project (PEP) Overview | Mental Health Foundation.

PEP includes project materials designed to bolster students' mental wellbeing, including: 13 mental health lessons on topics such as the risk and protective factors to mental health; 6 mental health assemblies covering topics such as loneliness and body image; and how-to guides and videos to support staff to deliver the project in their schools.

With the resources and support now available on the MHF website, the project can provide a straightforward way to promote a comprehensive mental health strategy across entire schools.

Peer Group Mentoring in Angus

Mental Health Foundation has partnered with Aberlour Children's Charity to provide early intervention work with families and children in Angus. MHF delivered facilitation of training and coaching-style support based on the content of the StressLESS resource. Support focused on mental health and wellbeing in the context of a whole-school approach was provided for Aberlour staff, primary school teaching and support staff, volunteers and parents.

Primary School Programme

This project was on hold in the financial year and is being assessed in 2024/25.

Refugee Communications Project (Weaving Threads for Wellbeing)

Weaving Threads for Wellbeing was a life-changing project that was kindly funded by This Day (managed via The Blue Thread). This project involved working with a lived experience panel to build resources on mental health and wellbeing to individuals and communities from refugee backgrounds in Scotland. So far, the project has co-created a podcast series called Navigate and a film on how mental health can be protected when living in hotels for refugees and people seeking asylum.

Restricted Legacies – Research

Legators may choose to restrict the use of their legacy to the Foundation. The balance relates to several legacies that the Foundation was instructed to use to further research into mental health. The balance is now being invested in research projects led by the Foundation in collaboration with partners.

Restricted Legacies - Helen Oliver

The balance was transferred to the Impact of Racism on MH project which will start work in 2024/25.

Scottish Government Mental Health Ref Group

With funding from the Scottish Government and in partnership with the Health & Social Care Alliance, the Diverse Experiences Advisory Panel (DEAP) bring together people from various communities and backgrounds with varied lived experiences and perspectives. DEAP members draw on their experiences and perspectives to inform government policies and strategies and how it could support better mental health for people and communities across Scotland.

Scottish Mental Health Arts and Film Festival

The 17th Scottish Mental Health Arts Festival (SMHAF) took place from 4-22 October 2023 exploring the theme of 'Revolution'. SMHAF aims to use the arts and creativity to explore how we can help to prevent mental health problems and support people to live mentally healthier lives. It featured over 240 events in 14 local authority areas across Scotland. It reached estimated live audiences of over 15,000 people and digital audiences of over 2,000 people.

SMHAF 2023 was supported by national partners Creative Scotland, Thrive Edinburgh, Edinburgh Health & Social Care Partnership, Baring Foundation, See Me Scotland, NHS Greater Glasgow & Clyde, media partner The List, and the Scottish Recovery Network.

Scottish Mental Health Res. Network

The NHS Research Scotland (NRS) Mental Health Network is funded by the Scottish Government through the Chief Scientist Office (CSO) with the main objective of improving the quality and quantity of research and promoting excellence in mental health clinical research in Scotland. Within the Scotland Research Team our Citizenship and Participation Officer spends one day a week with the Network to support the engagement between the research community, the NHS, patients, and people with lived experiences of mental health care and treatment.

SOCIAL sITUATIONAL SYSTEMS (SOCTIS)

SOCITS stands for SOCial, sITUational Systems approach and by that we mean the complex network of relationships and situations that exist between individuals, groups, and institutions and how they impact on young people's mental health. The study is led by the MRC/CSO Social and Public Health Sciences Unit in the School of Health and Wellbeing at the University of Glasgow. The study uses the SOCITS model to better understand different spaces around a school (including corridors, gym hall, canteen, toilets etc.), how young people use these spaces, the interactions they have in these spaces, and the impact this can have on factors like stress and loneliness which are strongly linked to mental health. As a partner in the study MHF have supported the development of a youth advisory panel and their use of peer research.

Spring Flowers

Spring Flowers is a mental health literacy project working with people seeking asylum and refugees in Northern Ireland. It uses a Community Conversations model and the arts to explore how to support good mental health. The 10-week programme explores topics such as food and mood, understanding trauma, depression and anxiety, and social connections. The artwork produced by the group then formed an art exhibition, which was exhibited in Belfast as part of the NI Mental Health Arts Festival.

Stigma and Discrimination (See Me)

See Me is Scotland's national programme to tackle mental health stigma and discrimination. It is funded by the Scottish Government and co-managed by the Mental Health Foundation and the Scottish Association for Mental Health, now a 10-year partnership that commenced in 2013.

In addition, MHF is See Me's research and learning partner, providing primary research, evaluation, evidence reviews and knowledge exchange functions for the programme.

A team of MHF researchers works to undertake these functions and build on the evidence base about what works to tackle and reduce stigma and discrimination in Scotland. Findings from recent research delivered as part of

the programme, managed by MHF, include those from the Scottish Mental Illness Stigma Study, which has revealed the stark injustices faced by people living with long-term and complex mental health conditions in Scotland and have had significant impact at national level, and informed the development of Scotland's new and imminent mental health Strategy. The current funded period for See Me and related MHF research and learning offering runs until March 2026.

Talking Heads

The project helps people from the mental health community reach their potential by supporting them to develop new skills and confidence. It provides training in areas including writing, podcasting and photography, and enable participants to develop their awareness of mental health and prevention through engagement in the arts. People with lived experience of mental health problems are among those most adversely affected by Covid-19, and this activity provides them with a valuable opportunity to re-engage with their communities.

Targeted 22-23 EDI Programme

Supporting groups and organisations working at a grassroots level to access a small grants programme delivered through Creative Scotland to use the arts and creative activity to promote positive mental health and wellbeing in their community.

Transport and Public Mental Health

The Transport and Public Mental Health project is supported with funding from Motability. The purpose of this project is the facilitation a user research project which explores the impact transport has on public mental health through the lens of three different groups: people with existing psychiatric diagnoses, people living with dementia, and new mothers.

UOK?

UOK? was a project that offered a vital lifeline to young people aged 16-24 during the often turbulent time of transition into adulthood. We provided support to young people as they progressed into further education, higher education and/or work. We would like to thank TUUT Charitable Trust and Lloyds of London Foundation for supporting this transformational project.

Voices of Experience (VOX)

VOX Scotland is Scotland's national mental health service user collective that represents its members' views to Scotland's politicians and health professionals to make sure Scotland's laws and mental health services reflect service user needs and interests. VOX is Scotland's only national mental health advocacy organisation run by service users for service users. VOX is an independent organisation that has a service and support agreement with the Mental Health Foundation for its running and delivery.

Wellbeing Workshops (Learning Partner)

Mental Health Foundation partnered with Single Parents Wellbeing CIC in their Wellbeing Workshops project funded by the National Lottery Community Fund. The main aims of the project are to reduce loneliness and isolation and improve mental wellbeing for single parents by giving them the skills and tools to improve their lives. MHF have been part of the Steering Group, providing support and expertise to the project and also conducting the evaluation. The project came to an end in May 2023.

Youth Mental Health Task Sharing

This project is a test-and-learn task-sharing approach to redirect specialist mental health supports from NHS Tayside to community-based organisations to support parents of children aged 5-11 with neurodevelopmental concerns.

Schools across three locality areas in Dundee work in partnership with MHF and third-sector organisations to identify and support parents/carers whose child may have or be considered for a neurodevelopmental referral to Child and Adolescent Mental Health Services (CAMHS). Support strategies were identified by responding to CAMHS data and Additional Support Needs Census (Education) data.

Specialist training and ongoing coaching for community based staff are key aspects of the project which was funded by MHF, Dundee City Council and NHS Tayside CAMHS. Over the test and learn phase 16 staff were trained and 71 parents were referred. This phase of the project ended in March 24 with a new phase starting through funding from the Whole Family Wellbeing Fund. A process evaluation was undertaken to gain insight into the acceptability of the project among stakeholders and community based organisations.

15. DESIGNATED FUNDS

Group and charity	At 1 April 2023 £'000	New designation £'000	Utilised / released £'000	At 31 March 2024 £'000
COVID Response Programme	1,000	—	(800)	200
Foundation Offices Property Fund	6,276	—	(114)	6,162
	7,276	—	(914)	6,362

Group and charity	At 1 April 2022 £'000	New designation £'000	Utilised / released £'000	At 31 March 2023 £'000
Stephen Schick legacy	1,500	—	(1,500)	—
COVID Response Programme	2,000	—	(1,000)	1,000
Foundation Offices Property Fund	6,674	452	(850)	6,276
	10,174	452	(3,350)	7,276

16. PERMANENT ENDOWMENT FUNDS

Group and charity	At 1 April 2023 £'000	Additions £'000	At 31 March 2024 £'000
Wilke Fund	12	—	12
Lander Fund	33	—	33
	45	—	45

Group and charity	At 1 April 2022 £'000	Additions £'000	At 31 March 2023 £'000
Wilke Fund	12	—	12
Lander Fund	33	—	33
	45	—	45

The above funds represent permanent endowment which must be retained indefinitely and held as capital. Both funds are constituted under separate trust deeds. Under the deed of trust relating to the Wilke Fund, all income arising from the capital sum may be used for the general purposes of the charity and it is credited, therefore, to general funds on receipt. Under the terms of the deed governing the Lander Fund, 25% of the income generated by the fund each year must be added to the capital sum and be retained as part of the permanent endowment. The remaining 75% of the income may be credited to general funds on receipt and used for the general purposes of the charity.

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Group	Unrestricted funds	Restricted funds	Designated funds	Permanent endowment funds	2024 Total funds
	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	38	-	6,162	-	6,200
Investments	4,906	-	-	45	4,951
Net current assets	1,832	904	200	-	2,936
	6,776	904	6,362	45	14,087

Charity	Unrestricted funds	Restricted funds	Designated funds	Permanent endowment funds	2024 Total funds
	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	38	-	6,162	-	6,200
Investments	4,906	-	-	45	4,951
Net current assets	1,832	904	200	-	2,936
	6,776	904	6,362	45	14,087

Group	Unrestricted funds	Restricted funds	Designated funds	Permanent endowment funds	2023 Total funds
	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	60	-	6,126	-	6,186
Investments	6,084	-	-	45	6,129
Net current assets	526	865	1,150	-	2,541
	6,670	865	7,276	45	14,856

Charity	Unrestricted funds	Restricted funds	Designated funds	Permanent endowment funds	2023 Total funds
	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	56	-	6,126	-	6,182
Investments	6,084	-	-	45	6,129
Net current assets	510	865	1,150	-	2,525
	6,650	865	7,276	45	14,836

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)

The total unrealised gains as at 31 March 2024 constitutes movements on fair value and are as follows:

	2024	2023
	£'000s	£'000s
Unrealised gains included above:		
On investments	902	430
Total unrealised investment gains at 31 March 2024	902	430

Reconciliation of movements in unrealised gains:

Unrealised gains at 1 April 2023	430	796
Net gains (losses) arising on fair value movement arising in the year	472	(366)
Total unrealised gains at 31 March 2024	902	430

18. OPERATING LEASE COMMITMENTS

At 31 March 2024 the charity had the following total minimum lease payments under non-cancellable operating leases:

	Land and buildings		Other	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Operating leases which expire:				
- Within one year	61	87	-	-
- After one but within two years	35	51	-	-
- After two but within five years	24	-	-	-
	120	138	-	-

19. RELATED PARTIES

During the year ended 31 March 2024, the group had no related party transactions (2023: none).

20. ULTIMATE PARENT UNDERTAKING AND CONTROLLING PARTY

The immediate parent undertaking is The Mental Health Foundation. The ultimate parent undertaking and controlling party is The Mental Health Foundation, a company incorporated in England and Wales.

The Mental Health Foundation is the parent undertaking of the largest and smallest group of undertakings to consolidate these financial statements at 31 March 2024.

On 25 January 2024 the Mental Health at Work CIC passed a resolution to wind up the Company.

The consolidated financial statements of The Mental Health Foundation are available from Unit 2, 197 Long Lane, SE1 4PD.

21. COMPARATIVE GROUP AND CHARITY STATEMENT OF FINANCIAL ACTIVITIES

Group	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2023 Total funds £'000
Income from:						
Donations		2,040	4	—	—	2,044
Legacies		991	—	—	—	991
Fundraising events		609	—	—	—	609
Investments		168	—	—	—	168
Charitable activities						
- Statutory grants receivable	1	—	882	—	—	882
- Other grants	1	4	1,466	—	—	1,470
- Charitable trading activities	2	1,138	61	11	—	1,210
Total income		4,950	2,413	11	—	7,374
Expenditure on:						
Raising funds		1,776	—	—	—	1,776
Charitable activities	3					
- Mental Health Programmes		2,069	2,824	—	—	4,893
- Information, education, dissemination and advisory services programme		3,878	504	11	—	4,394
Total expenditure		7,724	3,328	11	—	11,063
Operating (expenditure) for the year before transfers		(2,774)	(915)	—	—	(3,689)
Unrealised losses on investment		(366)	—	—	—	(366)
Net (expenditure) for the year before transfers		(3,140)	(951)	—	—	(4,055)
Transfers between funds		2,889	9	(2,898)	—	—
Net movement in funds		(251)	(906)	(2,898)	—	(4,055)
Reconciliation of funds:						
Funds brought forward at 1 April 2022		6,921	1,771	10,174	45	18,911
Funds carried forward at 31 March 2023		6,670	865	7,276	45	14,856

21. COMPARATIVE GROUP AND CHARITY STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

Charity	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2023 Total funds £'000
Income from:						
Donations		2,040	4	—	—	2,044
Legacies		991	—	—	—	991
Fundraising events		609	—	—	—	609
Investments		168	—	—	—	168
Charitable activities						
- Statutory grants receivable	1	—	882	—	—	882
- Other grants	1	4	1,466	—	—	1,470
- Charitable trading activities	2	170	61	11	—	242
Total income		3,982	2,413	11	—	6,406
Expenditure on:						
Raising funds		1,776	—	—	—	1,776
Charitable activities						
	3					
- Mental Health Programmes		2,069	2,824	—	—	4,893
- Information, education, dissemination and advisory services programme		2,819	504	11	—	3,333
Total expenditure		6,664	3,328	11	—	10,003
Operating (expenditure) for the year before transfers		(2,682)	(915)	—	—	(3,597)
Unrealised losses on investment		(366)	—	—	—	(366)
Net (expenditure) for the year before transfers		(3,048)	(951)	—	—	(3,963)
Transfers between funds		2,889	9	(2,898)	—	—
Net movement in funds		(159)	(906)	(2,898)	—	(3,963)
Reconciliation of funds:						
Funds brought forward at 1 April 2022		6,809	1,771	10,174	45	18,799
Funds carried forward at 31 March 2023		6,650	865	7,276	45	14,836





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197 Long Lane
London
SE1 4PD

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[mentalhealth.org.uk](https://www.mentalhealth.org.uk)



Registered Charity No. England and Wales 801130 Scotland SC 039714
Company Registration No. 2350846



THE MENTAL HEALTH FOUNDATION

England & Wales - Charity number 801130

Accounts

ANNUAL ACCOUNTS 2022–2023



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ADMINISTRATION

Patron

HRH Princess Alexandra The Hon Lady Ogilvy KG GCVO

Trustees

Aisha Sheikh-Anene (Chair)
Sonia Nerys Edmonds (appointed 26th May 2022)
Saash Blaylock (appointed 26th May 2022)
Huma Maryam Malik (appointed 26th May 2022)
Laura Alice Earnshaw (appointed 26th May 2022)
Richard Scothorne
Gavin Davidson
Rosie Tressler OBE
Jonny Jacobs
Chris Martin
Steve Workman
Jenny Paton (resigned 1st October 2022)
Narayanan Vaidyanathan (appointed 1st October 2022)
Karla Portilla (resigned 20th June 2023)
Pamela Chaterjee (appointed 21st June 2023)
Rose Braithwaite (appointed 23rd November 2022 and resigned 20th June 2023)

Secretary

Adrian Lance

President

Professor Jacqui Dyer OBE

Senior Management Team

Mark Rowland, Chief Executive
Anna Kingsley-Nyinah, Director of HR and Wellbeing (left 31st December 2022)
Antonis Kousoulis, Director of England & Wales (left 8th February 2023)
Lee Knifton, Director of Scotland, Wales & Northern Ireland
Alexa Charnley, Director of Fundraising and Communications (joined 12th September 2022)
Adrian Lance, Chief Operating Officer
Alexa Knight, Director of England (joined 22nd February 2023)

Registered and principal office

Unit 2, 193-197 Long Lane, London, SE1 4PN

Social media

Website www.mentalhealth.org.uk
Twitter [@mentalhealth](https://twitter.com/mentalhealth)
Facebook www.facebook.com/mentalhealthfoundation

Company registration number

02350846 (England and Wales)

Charity registration numbers

England and Wales: 801130
Scotland: SC 039714

Auditor

Buzzacott LLP, 130 Wood Street, London, EC2V 6DL

Bankers

Coutts & Co, 440 Strand, London, WC2R 0QS

Investment managers

CCLA Investment Management Limited COIF Charity Funds, Senator House, 85 Queen Victoria Street, London, EC4V 4ET

Solicitors

Bates Wells Braithwaite London LLP, 10 Queen Street Place, London, EC4R 1BE

From resolution to action



BY MARK ROWLAND, **Chief Executive**

First of all, I would like to acknowledge the unwavering support of individuals, communities, and organisations across the UK who have continued to support the Mental Health Foundation (MHF) over the past 12 months. It is thanks to you that we have been able to achieve so much, despite the long shadow of COVID-19, which still loomed large over individuals and communities at the start of the year.

The pandemic inflicted immeasurable damage and loss across all four UK nations, with many people bereaved and others enduring the lingering symptoms of long COVID. This took a toll on everyone's mental health, but those already living at the sharp edge of inequality and disadvantage faced even more significant hardships.

Our resolve was clear: to allocate our resources strategically and prioritise support for those whose mental health had been most severely impacted by COVID-19.

Our extensive research into the mental health impacts of the pandemic told us that people living with long term health conditions, lone parents, those from Black and minority ethnic communities, and refugees and asylum seekers were among the people most severely affected.

We not only took this evidence to decision makers, but thanks to the launch of our £2 million COVID Response Programme, also succeeded in getting projects up and running across the UK specifically to support these groups. Our feature on the **Perthyn Project**, which focuses on the needs of refugees and asylum seekers (see page 13) is just one example of how effective targeted help can be.

This year, we spent time redefining our strategy with a renewed focus on people at the highest risk of poor mental health.

Of course, the aftermath of the pandemic is not the only pressure people are under. And again, this is affecting some groups more than others, with the cost-of-living crisis hitting those with the least the hardest. As you will see from our **Small Talk** story on page 12, poverty is one of the most significant pressures faced by lone parents and this can have a major impact on their mental health.

Today, the Mental Health Foundation stands firmer than ever in our commitment to dismantle the social barriers that hinder good mental health. And in 2023 and beyond, we will be utilising our evidence-based knowledge to make louder calls for government action to tackle discrimination, trauma and poverty and its toll on mental health.

We also took important steps to adapt our own organisation, to make it more accessible, more inclusive, and more representative.

We fulfilled our ambition to become a truly UK-wide organisation by recruiting a talented team in Belfast. Thanks to their efforts, the Mental Health Foundation is rapidly becoming a key player in the public mental health sector in Northern Ireland. This new Belfast office joins our existing network alongside Glasgow, Cardiff, and London. And I am pleased to say that all staff are now enjoying a hybrid working model which allows for high productivity as well as a better work/life balance and improved wellbeing.

We are also continuing to make progress on the actions identified in our Race and Diversity Review, because we know that tackling discrimination is core to our mission of preventing poor mental health. The journey is long, requiring continuous commitment, investment, and reflection. And while we have not yet got everything right, I am proud that the whole organisation is actively engaged in this process – as you can see on page 28.

Once again, I would like to thank you for your continued trust in the work of the Mental Health Foundation. We will not stop until there is good mental health for all.

A handwritten signature in blue ink, appearing to read 'Mark Rowland'.

MARK ROWLAND

Chief Executive

29.11.2023

Who We Are



OUR VISION

Our vision is good mental health for all.

OUR MISSION

We work to prevent mental health problems, helping people understand, protect and sustain their mental health.

We will drive change towards a mentally healthy society for all, and support communities, families and individuals to live mentally healthier lives, with a particular focus on those at greatest risk.

We are also home of Mental Health Awareness Week.

OUR NEW STRATEGIC OBJECTIVES

OBJECTIVE 1

No one living in the UK is deprived of the opportunity for good mental health as a result of social barriers.

OBJECTIVE 2

Those at greatest risk of poor mental health receive psychosocial preventative support through a sustainable, community-based delivery model.

OBJECTIVE 3

Anyone who has questions about looking after their mental health and/or supporting the people around them, has confidence to seek help and advice.

OBJECTIVE 4

Build a Strong Foundation. The focus will be on becoming an exemplar employer that is inclusive, financially sustainable and culturally thriving.

By fulfilling these objectives, we will be working towards our overall vision of good mental health for all.

Sharpening our focus on those at greatest risk



A message from our Chair of Trustees AISHA SHEIKH-ANENE

As Mark's introduction makes clear, the past year has seen our charity emerge from the pandemic with a renewed focus on people with the greatest barriers to overcome in achieving good mental health.

Through our evolved strategy, we seek to reduce the disparity that exists between different groups in our society and ensure good mental health for all, not just the few.

We are confident that we will be able to deliver measurable, meaningful change at scale – not just because our strategy is relevant and timely, but because it is rooted in robust evidence. Plus we know we have the operational capacity, even if it is at a stretch.

Given the challenges that inevitably lie ahead, it is wonderful to see that the Mental Health Foundation is not just stating its four guiding values but also living by them.

Our value of working **Side by Side** with others to build understanding, is clearly evident in programmes such as Small Talk (see page 12), which combines our expertise with that of seven partner organisations and the lived experience of lone parents to create a powerful web of peer support. Similarly, our value of being **Determined Pioneers**, of striving for excellence in the face of difficult and complex issues, can be seen in our brilliant Being a Man (BAM) Programme (see page 14).

Also important is our value of **Making a difference**. This is a core feature of our policy and advocacy work (see pages 8 to 10), while our commitment to sharing evidence of what really works can be seen in programmes such as the Perthyn Project (see page 13), which is now achieving greater reach thanks to City of Sanctuary. Finally, our value of **Walking the talk**, of embracing diversity and prioritising the mental health of our staff and supporters can be seen in the changes we are making to our own organisation (see page 28).

In short, this has been a year of significant progress that has seen us build on the best of the Mental Health Foundation while preparing the way to make an even greater impact in the months ahead.

I would like to extend my personal thanks to everyone who has supported us along the way.

Sincerely,

A handwritten signature in black ink that reads "Aisha Sheikh-Anene".

AISHA SHEIKH-ANENE

Chair of Trustees

29.11.2023

Trustees' report

(including director's report and strategic report)



The trustees (who are also the directors of the charitable company for the purposes of company law) present their statutory report together with the consolidated financial statements of the Mental Health Foundation (the Foundation) and its subsidiary (Mental Health at Work) for the year ended 31 March 2023.

The report has been prepared in accordance with Part VIII of the Charities Act 2011 and constitutes a directors' report for the purpose of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out on pages 38 - 40 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102).

The trustees confirm that they have had due regard to Charity Commission's guidance on public benefit.



Our objectives and achievements

STRATEGIC OBJECTIVE 1

THAT NO ONE LIVING IN THE UK IS DEPRIVED OF THE OPPORTUNITY FOR GOOD MENTAL HEALTH AS RESULT OF SOCIAL BARRIERS.

At The Mental Health Foundation, our mission is to prevent mental health problems, by helping people to understand, protect, and sustain their mental health.

To achieve this, we endeavour to drive change towards a mentally healthy society for all, and to support communities, families and individuals to live mentally healthier lives, with a focus on those at greatest risk. This also means working to address disparity by striving to dismantle the social barriers that stand between people and good mental health.

Underpinning our strategic objectives - through policy and advocacy

At the Mental Health Foundation, we call on the Government to do three important things: reduce the factors known to pose a risk to people's mental health, enhance those known to protect it, and create the conditions needed for people to thrive.

Our focus is on prevention. And with the right tools we know can protect and promote good mental health for everyone, at every stage of life. We also know that those at greatest risk of mental health problems are the people most likely to experience inequality and disadvantage and that if we are to enable prevention right across our society, structural changes are essential.

That is why, as well as developing evidence-based programmes, we also advocate for policies that target the root causes of mental ill-health at both a national and local government level.

Here is a round-up of our progress across the UK in 2022/23.

Progress in England and Wales

The Health and Care Act

After our success in influencing the Health and Care Act in 2022, we worked hard to support its implementation, by contributing extensively to the guidance for the new Integrated Care Systems it sets out to create.

Through the implementation of this act, we have a once-in-a-generation opportunity to ensure that these new systems have a focus on supporting communities' mental health and on preventing mental health problems locally.

While it is still early days, our input means that expectations on how Integrated Care Systems should support the public's mental health are already much clearer. And we are now putting plans in place to analyse what is happening on the ground so that we can encourage local areas to adopt best practice.

The Online Safety Bill

While the online environment offers important opportunities for connection, it also includes some really dangerous material that can damage people's mental health, including content promoting suicide, self-harm, and eating disorders. That is why we have



worked closely with MPs and members of the House of Lords to improve the Online Safety Bill.

Our evidence and policy calling for reducing access to harmful content have been cited extensively by parliamentarians during debates. Our involvement has allowed us to push for changes to help prevent suicide, an issue which impacts all four of the priority groups identified in our strategy. And we were also successful in securing a concession on how users are empowered to control their experience online and avoid harmful content.

This Bill represents an important opportunity to protect the public's mental health, including at-risk young people. It is now continuing its passage through Parliament, with an expected completion date in autumn 2023. We anticipate that the final version will help to create an online world that is considerably safer for people who are at risk of suicide, self-harm, and eating disorders, thanks in no small measure to our work.

The Mental Health and Wellbeing Plan

We were extremely disappointed that the Government cancelled their 10-year, cross- Government Mental Health and Wellbeing Plan.

Progress in Scotland...

The Mental Health and Wellbeing Strategy

In 2022/23, the Mental Health Foundation sought to influence the Scottish Government's Mental Health and Wellbeing Strategy, on its course to publication.

Our Policy Team for Scotland first consulted with colleagues in our Programmes and Research teams, as well as with partners and other third sector organisations with a focus on inequality. This included organisations working with Black and minority ethnic communities, care-experienced children, and lone parents. Our views were also informed by the Diverse Experiences Advisory Panel that we host.

This consultation led to a detailed report, outlining our recommendations for the Scottish Government in regard to their Mental Health and Wellbeing Strategy and how it could better prevent mental health problems.

We also met with relevant senior civil servants in the Mental Health Directorate and the Minister for Mental Wellbeing, and also held a dedicated cross-governmental meeting. Our advocacy also extended to

We organised a debate in Parliament on this topic, where parliamentarians expressed their deep concern for this cancellation and how it represented a de-prioritisation of mental health.

The Government has told us that their new Major Conditions Strategy will cover some of the same ground, so we are now working to influence this. However, we remain concerned by the Government's lack of focus.

Further evidence of our influence

In 2022/23, the Mental Health Foundation fed into a number of major reports, including the Health and Social Care Select Committee on Integrated Care Systems (mentioned above) and Patricia Hewitt's review of the NHS.

Our work was also cited in MP Kim Leadbeater's report with the Fabians, Healthy Britain: A New Approach to Health and Wellbeing Policy, and the Tony Blair Institute's report, Fit for the Future: How a Healthy Population Will Unlock A Stronger Britain.

the Scottish Mental Health Partnership and government forums.

The resulting Mental Health and Wellbeing Strategy, published in June 2023, reflected our recommendations, both in being a cross-government strategy and in stating aspirations in three key areas: the promotion of mental health, the prevention of mental health problems, and the reduction of inequalities in relation to mental health.

The Diverse Experiences Advisory Panel (DEAP)

In 2022/23, the Mental Health Foundation also established the Diverse Experiences Advisory Panel (DEAP), in partnership with the Health and Social Care Alliance Scotland. The first meeting was held in May 2022.

DEAP brings together people from a variety of communities and backgrounds to share their perspectives. By drawing on their own lived experiences panel members help to inform Scottish Government policy, so that it can better support mental health and well-being for people and communities across Scotland.



Progress in Northern Ireland...

The Northern Ireland Mental Health Strategy

In 2022/23, we sought to influence the delivery of the Northern Ireland Mental Health Strategy, in particular theme one, which focuses on promotion and prevention, and on the social determinants of mental health.

The outcome of this has been the development of a Prevention and Early Intervention Action plan, which

Here's an insight into our research work in 2022/23.

we helped to shape through strategic engagement with the Department of Health and the Public Health Agency. This plan has now secured £1 million in funding for the 2023/24 financial year.

We will continue to influence the delivery of the Prevention and Early Intervention Action plan through our representatives on the Strategic Steering Group and our role as Chair of the Public Mental Health Learning Network Group.

Underpinning our strategic objectives - through research

We are passionate about the transformative power of mental health research and its capacity to create positive change in people's lives, communities, and workplaces.

At the Mental Health Foundation, we contribute to the mental health evidence base by undertaking original research, synthesising existing knowledge, and translating these findings to build understanding of what actually works – and to further the roll out of the most effective interventions. We also provide evidence to support policymakers in prioritising mental health. Our research supports all our work across objectives.

Media, image, and mental health

Exploring the potential of a new image library to better represent 'good' mental health

The media plays an important role in shaping public understanding and attitudes towards mental health. And this is especially true of social media, where we often see and interpret an image before reading the accompanying text.

At the Mental Health Foundation, we think it is important that the images used in articles about good mental health reinforce the message conveyed in the text. So, we set out to explore the potential of developing a new image library to represent good mental health in a meaningful way.

First, we conducted research to better understand the types of images being used in articles about good mental health and how people feel about them. As part of this process, we worked closely with Our Personal Experience Network (OPEN); a diverse online community of over 3,300 adults who contribute their views and personal experiences to support our work.

147 OPEN members responded to our visual survey, sharing their views on existing images and how they might be improved. We then presented our findings at the Advanced Studies Seminar for the Philosophy and Public Mental Health Network, hosted at St Catherine's College, Oxford, contributing to exciting discussions about the relationship between art, culture, and public mental health.

We have now secured funding from Pinterest, to support the creation of our own digital image library on mental health, and research we have conducted is now being used to inform the call for image submissions.



Loneliness and mental health

Evidencing the societal changes necessary to reduce loneliness and prevent poor mental health

As part of 2022's Mental Health Awareness Week on the theme of 'loneliness', we published our All the Lonely People report, laying out the causes and consequences of loneliness in relation to mental health as well as our recommendations.

This report also shed light on the groups of people most likely to experience severe and/or enduring loneliness, including people who have been widowed, those who are unemployed, and people who identify as LGBTQIA+.

During Mental Health Awareness week, we used the findings and recommendations in this report to engage politicians and political influencers across the four nations. Our event at Westminster was attended by the Minister and the Shadow Minister for Mental Health and 32 MPs and Peers.

We also welcomed funding announcements of an additional £15 million for the Scottish Government's Communities and Wellbeing Fund, and £7 million from UK Government to support mental health in further education.

Students and wellbeing

Revealing the extent of the mental health crisis affecting young learners

In December 2022, Mental Health Foundation Scotland launched the findings of the Thriving Learners (Colleges) study; the largest study into the mental health and wellbeing of college students ever undertaken in Scotland.

In this study, which gathered over 2,000 survey responses, almost two thirds (64%) of college students reported low wellbeing and more than half (54%) cited symptoms of depression. This echoes the findings of our Thriving Learners (Universities) study in 2021, which was itself completed by over 15,000 students.

The launch event was well attended, with representatives from the Scottish Government, Colleges Scotland, Universities Scotland, NUS and FE all represented. Since then, our research team has further disseminated the findings and recommendations by presenting to cross-party groups and by contributing to a round table discussion on student poverty with the NUS and Universities Scotland.

The Scottish Government have now committed to continuing to fund university and college counsellors – a key recommendation from the study.

The impact of racial microaggressions

Investigating the impact of racial microaggressions on mental health and wellbeing at work

In 2022, Mental Health Foundation Scotland worked in partnership with partners to conduct a staff survey on experiences of racial microaggressions in the workplace.

Our partners in this were Glasgow City Health and Social Care Partnership and NHS Greater Glasgow and Clyde Mental Health Services.

We are now consolidating learning gained from the survey by conducting qualitative research with staff to understand the impact of these microaggressions on their mental health and wellbeing. This is a vital first step to ensuring that the right policies and procedures are put in place to challenge such behaviour.

To support this, we are also in the process of gathering further insight from the Black and minority ethnic community in Glasgow.



STRATEGIC OBJECTIVE 2

THAT THOSE AT GREATEST RISK OF POOR MENTAL HEALTH RECEIVE PSYCHOSOCIAL PREVENTATIVE SUPPORT THROUGH A SUSTAINABLE, COMMUNITY-BASED DELIVERY MODEL.

Our programmes are fundamental to these efforts. And together, they encompass the following key ingredients:

- Providing information and/or education about mental health
- Developing skills and/or strategies to support people to feel more empowered and/or in control
- Increasing relational and/or social contact (i.e. building and strengthening relationships)
- Introducing an additional activity with an evidence base around positive effect on mental health
- Including a systemic focus which places individual, family, or group mental health in a broader systemic context

The programmes highlighted in this review each demonstrate up to five of these ingredients in action, while also showcasing a range of our work across the UK.

Here is the first example.

Small Talk

Enhancing support for lone parents during pregnancy and the early years

Feature quote:

"I didn't think you could get as low as you could... The group gave me a break and my own time... [Now] I'm a super mum and I never thought I could be"

Small Talk participant, Chloe

Small Talk was set up in Scotland in June 2022, in response to Mental Health Foundation research which showed that lone parents were disproportionately impacted by the COVID-19 pandemic.

Using a capacity-building approach, we worked with 20 staff and volunteers across seven partner organisations, with the aim of improving the support they offer to lone parents in the perinatal period (pregnancy through the early years).

Our role included setting up and facilitating a learning exchange and conducting a needs analysis to determine the real challenges faced by organisations in supporting lone parents. We then used peer group mentoring, delivered peer support groups, and provided training to improve staff knowledge and confidence around mental health and wellbeing. We also collaborated with our partners to write a Framework including session plans on themes such as stigma and self-care, and outlining core ingredients such as play, creativity, and inclusivity.

We also worked closely with 15 lone parents to create two short films exploring their experiences. In particular, these films looked at stigma; both in terms of being a lone parent and in having perinatal mental health problems, and how this stigma can act as a barrier to seeking help.

These films have already received hundreds of views on YouTube and we expect many more after a special screening during the 2023 Scottish Mental Health Arts Festival. They also play an essential role in the Framework as a discussion activity.

In one of these films, 20-year-old Chloe shared her story and what it was like to face postnatal depression after the birth of her son - and the value of attending a supportive group in her community.



“At the start, it was as if there was no emotion... it took me a lot to open up about my mental health... in a way I felt embarrassed. But when I spoke about it... it made sense.”

This sense of embarrassment that Chloe felt is all too common. And this is often amplified by the negative attitudes ingrained in our society.

According to the One Parent Families Scotland report (2022), more than 7 in 10 (74%) of lone parents have experienced negative attitudes and felt stigmatised. And many face multiple stigmas. For example, more than 4 in 10 (41%) of children from single parent households are being brought up in severe poverty, and this layers stigma upon stigma. Add mental health struggles into the mix and you can easily see why people feel overwhelmed and need practical, accessible, welcoming support.

For Chloe, being part of a supportive peer group has had a profound impact, thanks in part to better-trained and more confident staff who are empowered to do their best to help.

“I’m glad I got the help. To be a single parent, I didn’t think anyone could do that... [but now] it’s the best job, ever.”

A lasting legacy

Of course, there are many more lone parents like Chloe across the UK who also need targeted help and support. That is why creating a forward-looking Framework was so important.

The next phase of the programme is to test the Small Talk Framework and to digitise it so it can be shared at scale. We hope to launch this in May 2024. The final version has been based on the work already undertaken plus a wider review of perinatal mental health literature conducted by our research team.

This will enable more organisations to plan and deliver peer support to lone parents and to discuss mental health and wellbeing with them in the critical perinatal period.

Crucially, using a sustainable approach means we can safely withdraw our efforts and turn to new challenges in line with our strategic ambition to reach more vulnerable families.

The Perthyn Project

Tackling isolation among refugees and asylum seekers

For refugees and asylum seekers, forming supportive social bonds is especially challenging.

To help address this, our Perthyn Project gives refugees and asylum seekers the chance to meet and talk about shared experiences or topics that might otherwise be difficult to broach.

It is community based and, through our partnership with City of Sanctuary, it has the potential to expand throughout Wales and beyond.

Feature quote:

“My own experience... being able to say I am looking at this down the other end of a very long tunnel and things do get better and you can come through this... [that’s] the hope part.”

Peer group facilitator

Our Perthyn (Welsh for ‘belonging’) Project gives people seeking sanctuary a safe place to share their stories, to build friendships, and to develop a sense of belonging.



The project started in Newport in 2019, with 11 women recruited and trained as peer leaders. Together, they ran two groups which met twice a month, reaching 43 women in total.

In 2020, the project was moved online in response to the COVID-19 pandemic, in partnership with REACH+ which also allowed it to scale up and reach more people in four locations across Wales.

We already know that the reciprocity of peer support models can increase emotional resilience and act as a preventative measure against mental health problems. And this is borne out by evaluation of this phase of the project:

Being part of this peer support group was shown to have enhanced wellbeing, reduced social isolation, and increased social support for those taking part. And the women who attended reported a deeper connection with other members as well as better support networks into their communities.

A thriving partnership

The project is now expanding, in partnership with City of Sanctuary, to support the mental health and wellbeing of people within their networks throughout Wales - and beyond.

Since this partnership began in September 2021, the project has reached over 480 people through a variety of activities involving individuals, health care providers, and community groups supporting people seeking sanctuary.

In March 2023, we gathered eight of City of Sanctuary's ambassadors and started six weeks of training on our Best Ever Top Tips, contextualizing them to scenarios often faced by refugees and asylum seekers. The aim of this training was to equip these ambassadors with the skills to have conversations with people seeking sanctuary and to share their knowledge on protecting and supporting mental health and wellbeing.

We are also rolling out our evidenced-based Modeled Training Approach to training peer leaders and are training individuals with lived experience to lead peer support groups both in person and online.

Becoming a Man (BAM)

Creating safe space for boys to come together and talk openly about the issues they are facing

Official data from NHS Digital reveals that 1 in 4 young people between the ages of 17 and 19 are living with a probable mental illness; a figure that has more than doubled over the past decade. And this is driven by factors such as financial hardship, bullying, loneliness.

For young men growing up in the inner city, finding a safe space to voice their worries without fear of compromising their public or self-image is daunting and can seem almost impossible. That is why Mental Health Foundation programmes such as Becoming a Man (BAM) are so hugely important.

Feature quote:

"A BAM 'circle' is the only place many of these young people feel able to share their worries, concerns and fears; things they would otherwise bottle up inside themselves, with potentially disastrous effects on their mental health"

BAM counsellor, Kohliah

Becoming a Man (BAM) is a Mental Health Foundation-led programme, currently running in six secondary schools across the London boroughs of Lambeth and Islington.

Adapted from a successful programme originally designed to tackle violence and school dropouts among boys and young men in Chicago, BAM now offers a safe space for boys to come together and talk openly about what is on their mind.



In particular, they reflect on six core values: integrity, accountability, self-determination, positive anger expression, respect for womanhood, and visionary goal setting – qualities that not only ‘make a man’ but are also bound-up with mental health.

A deeper understanding

According to BAM counsellor, Kohliah, this programme plays a pivotal role, not just in the here and now but in preventing future problems:

“Many of the young people I support are facing issues such as trauma, anxiety, and depression, and were it not for BAM, they might not be able to hold it together, stay on track, and stay in school.”

Often, those who benefit most from this programme come from really difficult home environments. This means they struggle to participate meaningfully in school life, get labelled as ‘bad’, and disengage further. To help counter this, BAM sessions include fun activities and challenges that build group cohesion and trust, as well as one-to-one sessions for those who want them.

This means BAM does not feel like an intervention. As Kohliah is keen to point out, these young people do not need to be ‘fixed’. They just need to be heard and understood. And this starts with a safe place to be vulnerable; somewhere they can challenge common stigmas and taboos and explore what it really means to ‘be a man’.

A better path

BAM counsellors like Kohliah can give example after example of young people whose behaviour and prospects have been greatly enhanced by the programme.

They speak of young people who, instead of becoming defensive and ending up in altercations with their teachers, now know how to channel their frustration; young people who, instead of flying off the handle, now know how to hold back and explain themselves; young people who, instead of being overwhelmed by their anxiety, now feel valued and able to cope.

As Kohliah says:

“BAM can help to prevent a young person from going down a path that might sabotage their future. And what could be more important than that?”



STRATEGIC OBJECTIVE 3

ANYONE WHO HAS QUESTIONS ABOUT LOOKING AFTER THEIR MENTAL HEALTH AND/OR SUPPORTING THE PEOPLE AROUND THEM, HAS CONFIDENCE TO SEEK HELP AND ADVICE.

While our aim is to reach the whole population with useful advice and practical resources, we know that stigma and other issues can make it difficult for some people to seek support and instead they try to cope alone.

Underpinning our strategic objectives - through awareness raising

Raising awareness of mental health is vital to tackling stigma and to creating the kind of society that not only prevents mental health problems from developing, but also protects our mental wellbeing as a matter of course.

For too many years, people with mental health issues felt they had to suffer in silence as a result of discrimination, stigma, and shame. The Mental Health Foundation has played an important role in turning this around, by raising awareness, changing attitudes, and encouraging people to seek help.

Here are some of the ways we have continued to do this in 2022/23.

Mental Health Awareness Week

The Mental Health Foundation is proud to be the home of Mental Health Awareness Week (MHAW), which takes place every year in May.

Mental Health Awareness Week is an annual opportunity to raise awareness of mental health issues, encouraging people across the UK to think about how we can all have better mental health and take positive steps towards good wellbeing. In 2022, MHAW was themed around 'loneliness'.

While most of us know what it is like to feel lonely from time to time, for some people, that feeling is severe or long-lasting and this can have a negative effect on their mental health.

Despite feelings of loneliness being common in the UK, our research found that more than one third of UK adults (35%) would never admit to feeling lonely. That is why we wanted to open up the conversation, encourage people to share their feelings, and urge them to seek support.

Millions of people engaged with the campaign, with our animation about loneliness, voiced by Mercury Award-winning Hip-Hop artist Speech Debelle, clocking up more than 222 million online views.

Many people shared their personal stories via #IveBeenThere, including celebrities such as Dame Arlene Phillips, Gail Porter, Calum Scott, Mark Watson, Fearne Cotton, and AJ and Curtis Pritchard. This hashtag, along with #MentalHealthAwareness Week, trended throughout the week as people across the UK (and beyond) got involved in the conversation.

Our Instagram stories were also popular, with more than 414,000 views across the week, including more than 130,000 in a single day.

In addition, our tips to support people experiencing feelings of loneliness were downloaded more than 10,000 times. And our schools' pack was downloaded 7,339 times, supporting thousands of teachers to equip their students with the knowledge of what they can do if they are feeling lonely.

We hope to continue growing this campaign year on year, so that we can reach more people with information and advice to support good mental health for all.



The Scottish Mental Health Arts Festival

The Scottish Mental Health Arts Festival, designed to support and promote artists with lived experience of mental ill health, also returned to live audiences in May, for the first time since 2019.

This three-week festival, led by the Mental Health Foundation, is now in its 16th year.

Our theme in 2022 was 'Gather', inspired by our desire to come together and share experiences after two years of restrictions, while also questioning what it means to gather as we enter a post-pandemic world.

The festival featured over 200 events and activities, programmed in partnership with communities across Scotland. And it opened with a full-day 'Gathering' in Glasgow, culminating in an evening of film and performance pieces, commissioned during lockdown.

Dundee-based writer, poet and visual artist Eilidh Morris (they/them) was one of the artists taking part.

Together with musician Johnny Threshold, their partner in the band 2 Stoned Birds, Eilidh performed a live set, including a new spoken word piece and accompanying video, 'Vessels', which was one of the works we had commissioned.

For Eilidh, the whole experience has been a wonderful motivator and incredibly validating:

"It was the first time we'd brought our music to Glasgow and the largest crowd we've played to"

"It was the most confident and at ease I've ever felt sharing our music with kind strangers. It was a surreal experience, affirming that I was exactly where I wanted to be. Not only does my creative expression fit, but it is a festival where I feel comfortable, welcome, and appreciated for my contributions."

"The opportunities and support afforded to me since we created 'Vessels' have made me feel heard, understood, and encouraged – and valued as an artist and a person."

Eilidh was also named as the overall winner at our Writing Awards, which has now been running for nine years. Their creative non-fiction piece, *The Other Side of the Door*, explores how their diagnosis of autism at age 30 has helped them to better understand their past experiences and to find renewed hope for the future.

"It was a surprise and a welcome fountain of validation when I heard my name called as the winner", says Eilidh: "I was extremely emotional and overwhelmed. To receive these awards for my writing, something that has always been a necessary but private way of coping and processing, was an intense and appreciated moment." They also added:

"[This was] a necessary thumbs up to my inclination to share my mental health experiences, neurodivergence, and sparkling enthusiasm in an unfiltered and open way – the only way I know how. I am all the more hopeful for my creative future".

World Mental Health Day

Every October, we mark World Mental Health Day and create an opportunity for people across the UK to come together, fight stigma, and talk about mental health.

In recent years, our focus for World Mental Health Day has been on building the awareness movement around the green ribbon – the international symbol for mental health – with our #PinItForMentalHealth campaign. In 2022, we also launched an updated version of our best mental health tips guide.



In the run up to the day, we sold over 3,400 individual green ribbon pin badges, as well as over 350 boxes of fifty badges, used by companies and organisations to raise awareness of mental health. Corporate partners including NEOM, Manolo Blahnik, and Zizzi also got involved on the day itself, raising both awareness and funds to support our work.

We also had some great results in the digital arena. Our branded World Mental Health Day assets – such as our virtual green ribbon - were downloaded over 26,000 times. The ribbon, which people can add to their own social media posts, was used over 7,000 times; that is more than 3,000 more than in the previous year. And our posters were downloaded over 16,000 times.

We were also delighted to see that over 200,000 people viewed our Instagram stories. And political figures from all four UK nations - and across the political spectrum - all shared our content or images of themselves wearing the green ribbon.

This year, we received around 100 pieces of media coverage across the UK, reaching around 1.4 million people. Many articles focused on our mental health tips, ensuring that large numbers of readers will have discovered new ways to support their own or their loved ones' mental health.

Mental Health at Work

Our not-for-profit subsidiary, Mental Health at Work (MHaW) continues to grow its impact globally, helping to open up natural conversations about mental health in the workplace, which in turn enables businesses to thrive.

In 2022/23, MHaW directly delivered corporate mental health workshops, webinars, and focus groups to over 7,500 employees, in a wide range of industry sectors, across 62 countries.

We worked with a range of organisations including Starbucks, Philips UK and Europe, Nando's, WPP, Mizuho and Anglian Water; each of whom now have increased knowledge and greater skills to manage mental health and drive prevention in the workplace.

Several new multi-national employers also came on board, including Hitachi, Haas F1 Team, Jury's Inn, and Open Health. While new UK-based clients included Worcester Bosch, Avon Protection, Guys & St Thomas' NHS Foundation Trust, and Independent Assessment Services.

As well as delivering the three established core workshops - Understanding Mental Health, MHaW Manage®, and MHaW Allies®, Mental Health at Work also developed two new workshops around Organisational Resilience and Workplace Conversations.

A further two new product streams were launched in response to client feedback and market analysis:

- Mental Health at Work Coaching - was established for individuals, offering one-to-one support for leaders who are responsible for managing any aspect of the mental health agenda within their organisation.
- Mental Health at Work Consultancy - now offers organisations an independent review of workplace mental health within their company. This includes ways of identifying opportunities for further progress and establishing metrics for measuring success.

Initial clients have included international law firm Clyde & Co and the UK rail industry (in a joint project with Samaritans), also involving GWR, and Department for Transport. This has the potential to significantly impact the working lives of employees in the rail and transport sectors.



OBJECTIVE 4

BUILD A STRONG FOUNDATION; THE FOCUS WILL BE ON BECOMING AN EXEMPLAR EMPLOYER THAT IS INCLUSIVE, FINANCIALLY SUSTAINABLE AND CULTURALLY THRIVING.

Our fundraising efforts and success stories

We would like to thank every individual, company, Trust and Foundation for every pound they have raised or donated to support our work.

Every gift or grant helps to tip the balance in favour of a world with good mental health for all.

We would like to extend our thanks to the following for their support.

Royal Patron

HRH Princess Alexandra The Hon Lady Ogilvy KG GCVO

Unrestricted donations from Trusts and Foundations (greater than £1,000)

Peacock Charitable Trust	£27,000
Cecil Pilkington Charitable Trust	£10,000
Hugh & Mary Miller Bequest	£5,500
Forest Hill Charitable Trust	£2,000
Martin Charitable Trust	£2,000
Ronald Miller Foundation	£1,750
W M Mann Foundation	£1,500
The Sir James Roll Charitable Trust	£1,250

Legators

We are grateful to all the people who chose to support the Foundation with a gift in their Will. We have listed below all the legacies where a cash amount or quantifiable notification of more than £10,000 was received during the year 2022/23.

Mrs Robina L Muir	£216,617
Veronica Virginia Kean	£176,870
Elizabeth June Pasmore	£113,000
Joan Lilian Stevenson	£72,982
Veronica Hollis	£47,381
Rosalind Jean Flowers	£38,101
Ivy Florence Mary Devenish	£30,000
Francis James Bangay	£30,000
David John Boulter	£26,699



Janet Bethan Edwards	£22,633
Pauline Susan Banks	£20,000
John Anthony Ward	£20,000
Paul Geddes Milne	£20,000
Sheila Carrick Lane	£18,444
Marguerite Dorothy Joan Salter	£15,187
Brian Rodney Todd-White	£15,000
Ethel Sion	£14,574
John Norman Burnside	£14,560

Here's an insight into how you have helped in 2022/23.

Through campaigns...

As well as raising awareness of mental health and the profile of our charity, Mental Health Awareness Week is also beneficial to our fundraising efforts.

During the 2022 campaign we sold more than 30,000 Green Ribbons raising over £50,000. In addition, almost 13,000 people expressed an interest in our new 80 miles in May challenge event, which went on to raise an impressive £63,700 in total.

We were also pleased to receive enquiries from more than 50 companies and organisations who are interested in partnering with us as part of future Mental Health Awareness Weeks.

Through events...

In the 2022 London Marathon, our fantastic team of 70 runners raised a whopping £190,900 for the Mental Health Foundation.

We also piloted half-price skydives for the first time in 2022 and offered the discounted price to anyone who signed up to leap from a plane during Mental Health Awareness Week.

The initiative was successful, with 35 participants signing up to jump and collectively raising £19,000. That equates to an average of £543 each; a big improvement on our target of £395 per person. Plus most participants were first-time-fundraisers for the Mental Health Foundation.

We received some amazing feedback about the experience, not least from participant Steph, who shares here experiences below.

As a result of this success, skydiving will remain a key event in our portfolio moving forward.



Steph's skydive

How supporter Steph conquered her fears, took to the skies, and raised over £1,400 for our charity during Mental Health Awareness Week

Here she shares her motivation and experience of jumping from 10,000 feet.

"On 14th May 2022, I threw myself out of a plane..."

"Actually, I was securely strapped to a qualified instructor, who I put my complete faith in... But why did I do this?"

For many years now I have lived with depression and anxiety. Depression has a habit of sneaking up when things start to get on top of me. It only takes a few triggers, and I can be sent into a tailspin. Thankfully, this doesn't happen too frequently. Anxiety however plagues me on a daily basis.

The analogy of the devil and angel on your shoulder is a pretty good way to sum up my internal dialogue. That little devil is always chattering about things that could go wrong and likes to point out my faults and failures. He reminds me regularly of all the things I am not good at and tells me I can't do things because I am afraid.

When I think about it, I am afraid of a lot. Dying, flying, heights, small spaces, crowds,

failure, sprouting eyes on potatoes... the list goes on!

"I decided; 2022 was the year I was going to stop being afraid. I was going to face my fears head on and what better way than to do that than a skydive?"

My aim was also to give other people who suffer from anxiety the courage to face their own fears too. And of course, I wanted to raise lots of money for the Mental Health Foundation, who do so much work around raising awareness and prevention.

The skydive was petrifying and exhilarating all in one go. There were moments of pure terror, combined with sheer excitement and adrenaline. I don't think I could ever top that experience."

"Now I know that whenever I am floundering or thinking I can't do something, I will think back to the day when I threw myself out of a plane."

Through gifts from individuals...

Through 2022/23, we continued to build our base of new supporters through face-to-face fundraising.

This activity went from strength to strength, with new locations being tested across the country. This resulted in us acquiring 1,729 new donors, each giving an average of £10.13 a month in unrestricted funds.

The total income over the year from our face-to-face activity equated to £158,924 and our friendly and professional fundraisers also added value by helping to raise our profile.

Our winter appeal in 2022 was particularly successful. It featured our Becoming A Man (BAM) programme (see page 14) and was authored by counsellor Kohliah Roberts. His powerful words coupled with evidence of BAM's success resulted in one of our most successful ever appeals, with donations of over £29,000 including Gift Aid.

Through corporate support...

We would like to thank all of our corporate partners for their steadfast support. This includes Brompton Bicycles, Cooper Moss Rutland LLP, Lloyd's, Lyreco, Manolo Blahnik, NEOM Organics, Ready Steady Store, Serica Energy, Snap Fitness, Starbucks, and Zizzi.



We would also like to give a special mention to the following partners, for stand-out support in 2022/23.

- **The Lloyd's of London Foundation** - provided £300k in grant funding for our Peer Education Project and Picture This programmes. Staff engagement is at the heart of this partnership, so in Mental Health Awareness Week we visited Lloyd's offices to talk to staff about our work and to offer information booklets on maintaining good mental health. We also hosted a webinar on the theme of loneliness.
- **NEOM Organics** - took over Kings Cross Station for a week in December, hosting a Wellbeing Extravaganza pop up. This featured a grabber machine game, giving customers the chance to win some great NEOM products while also raising money for the Mental Health Foundation. This proved extremely popular, with NEOM raising a fantastic £8,952 for us over the week.
- **Zizzi** - worked with us to create an impactful series of videos on loneliness with celebrity brothers AJ and Curtis Pritchard. In May, AJ and Curtis sat down at a Zizzi restaurant to have an honest and open conversation about loneliness, tapping into the Mental Health Awareness Week hashtag #IveBeenThere. The video was viewed over 65,000 times and coverage was included in a Zizzi customer newsletter reaching 1.3 million customers.

Through Trusts and other grant-making bodies...

In 2022/23, the total value of grant funding coming into the charity was £2.35m meaning it exceeded £2 million for the third year in a row.

This included £250,000 from the **Monday Trust**, who have contributed £750,000 in total to our three-year COVID Response Programme. This in turn helped us to attract a further £100,031 cash contribution in the year.

We received a further £509,202 towards our Becoming A Man (BAM) programme from the **Youth Endowment Fund** as part of their 3.5 year grant and **Movember** also gave £79,647 to BAM. Thanks to these generous contributions, we have been able to support over 370 young men in London since the programme started.

TUUT Charitable Trust made a second generous grant of £50,000 towards our peer-delivered Further and Higher Education transition programme, U OK?, which supports students with their mental health. In 2022/23 we supported 216 students across England. Thanks to the continued funding, we will be able to further develop our college-only pilot and to continue to expand our reach.

New grants in Scotland included £74,299 from **Blue Thread Foundation** to support the development of co-produced material on mental health and wellbeing for people seeking sanctuary.

We were also grateful to receive further funding from the Scottish Government for the continuation of our See Me Stigma Project and for hosting VOX.



Financial review

FINANCIAL RESULTS FOR THE YEAR ENDED
31 MARCH 2023

The Foundation recorded a deficit of £3.7m compared to £0.2m the previous year.

Income - £7.4m (2022: £10.7m)

The decrease in the Foundation's income was mainly due to the continuous decline of the digital fundraising income stream, which surged during the years affected by COVID-19 and is settling back to previous levels as can be seen in the chart below (£0.7m in 2023 from £2.4m in 2022).

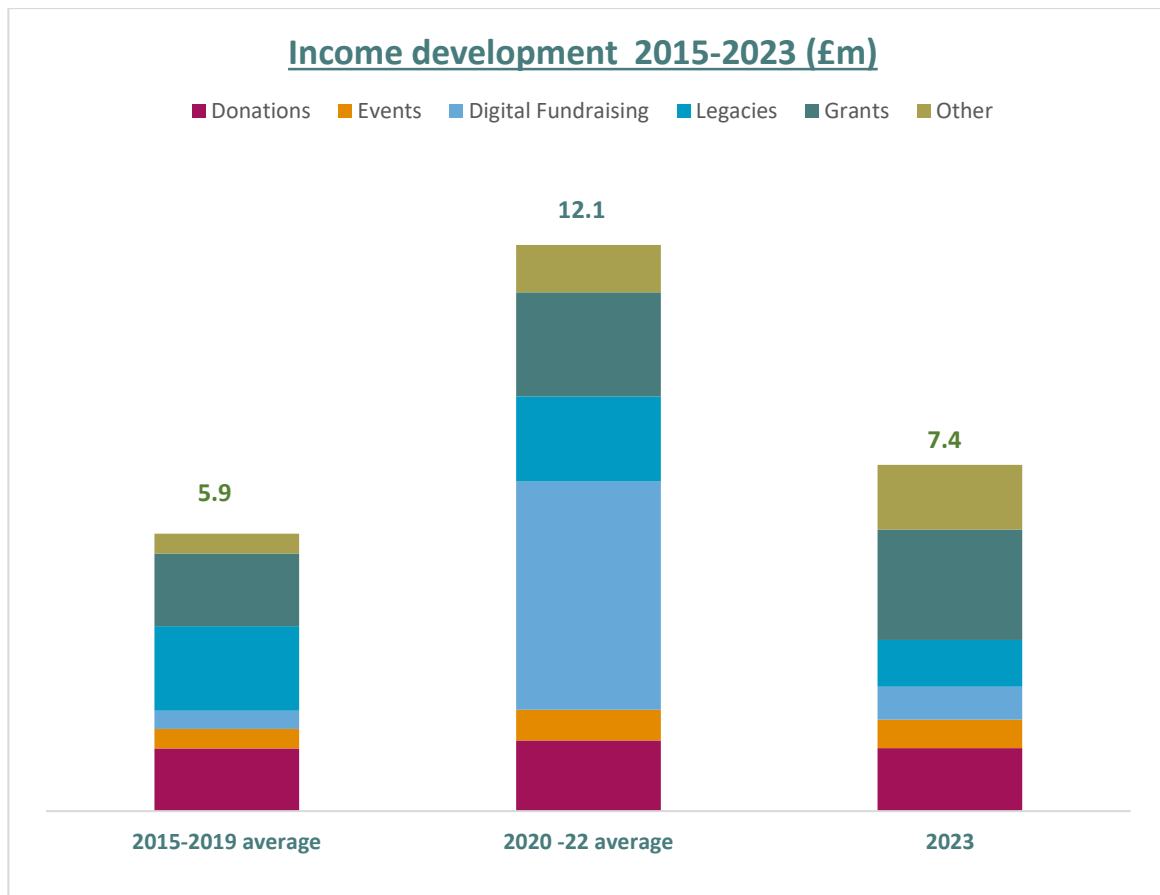
The other contributing element was the reduction of legacy income to £1m, compared to £1.9m in 2022. This income source can fluctuate significantly but still contributed 13% of total income this year.

Income from events is maintained at a similar level at £0.61m compared to £0.67m in 2022.

Trading income continued to grow to the level before COVID-19 and showed a 12% increase compared to last year's figure.

This year the Foundation has commenced receiving significant investment income (£0.17m) as dividends from investments.

The Foundation has continued to deliver collaborative work funded by grants, especially as part of the COVID Response Programme. Grant income represents 32% of total income, the largest funding stream in 2023.





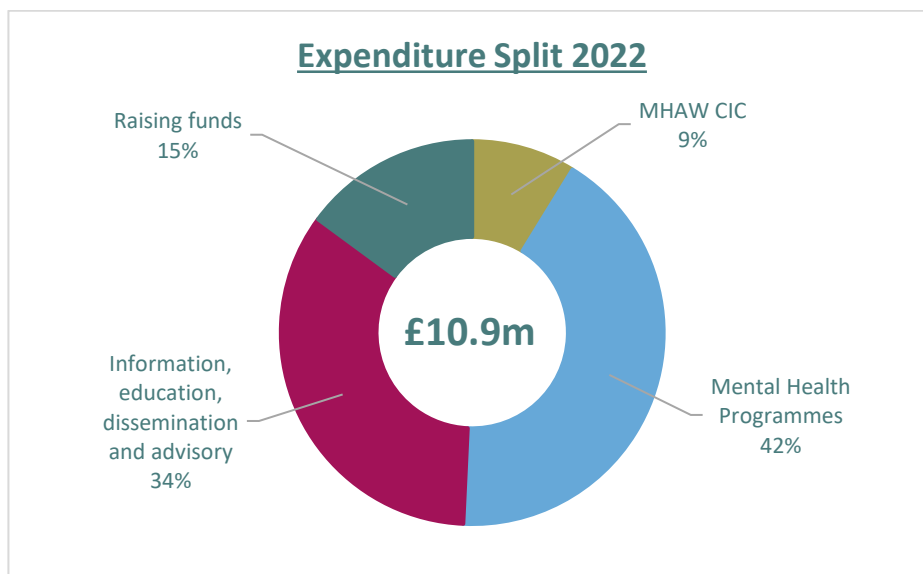
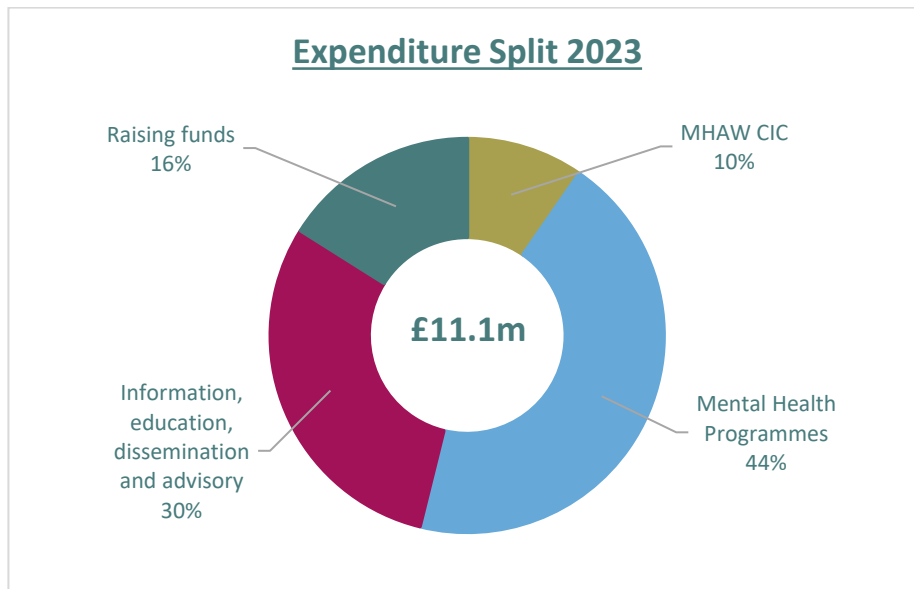
Expenditure - £11.1m (2022: £10.9m)

The Foundation's expenditure shows a slight increase of 2% compared to last year as the Foundation continued to deliver the COVID Response Programme which comprises of ten different projects across the four nations, alongside other mental health programmes.

We have also continued our investment into our face-to-face fundraising capabilities.

Expenditure in the Foundation's information, education, dissemination and advisory services reduced to £4.4m from £4.7m as the new website has been launched and the development work completed.

The split of overall expenditure areas of the Foundation for 2023 and 2022 are shown below.





Balance Sheet

Net Assets £14.9m (2022: £18.9m).

The Net Assets decreased by £4m from prior year, as the cash balance reduced to £0.5m from £1.8m in 2022, and investments contracted 30%, driven by the deficit seen in the year. Tangible assets slightly increased to £6.2m (£6.1m in 2022) due to the purchase of a new office in Glasgow. Debtors have reduced from £3.5m in 2022 to £3.3m this year as no large legacy notifications have been received this year.

The total net assets are represented by unrestricted funds of £6.7m (£6.9m in 2022), restricted funds of £0.9m (£1.8m in 2022), designated funds of £7.3m (£10.2m in 2022) out of which £6.3m forms our fixed asset fund (see details below), and permanent endowment funds of £45k which are to be held indefinitely by the charity.

Reserves policy

Charities hold reserves for a variety of reasons - to manage the charity's resources where income is subject to uncertainty in terms of timing, to ensure that the charity has sufficient financial resources to meet its upcoming liabilities, and to provide funds which enable the charity to take advantage of new investment opportunities when they arise.

In addition, given the impact the cost-of-living crisis will have on both revenue and costs, a higher than usual reserve level will ensure we have stability for the coming years.

As noted above, the level of unrestricted reserves at 31 March 2023 was £6.7m. This represents about 10 months of unrestricted expenditure. The trustees estimate that the Foundation should hold a total reserve level of 6 months unrestricted expenditure due to the potentially uneven receipt of funds from legacies, digital fundraising and any other short-term cash necessity, as well as the potential impact from the cost-of-living crisis. Six months unrestricted expenditure currently equates to £3.9m, so the £6.7m at 31 March 2023 was more than sufficient.

The trustees recognise that the Foundation's unrestricted and designated reserves (excluding the fixed assets) of £7.7m as of 31 March 2023, are currently above their reserves policy. However, there are deficits forecasted in the coming period, as the Foundation works towards financial stability by March 2025. Hence, these combined with the outlined designated fund usage will decrease the unrestricted funds closer to the reserve level, whilst enabling the

Foundation to manage any impact from the coming period of economic uncertainty highlighted above.

Designated Fund Allocation

The Foundation is in the fortunate position that we are able to allocate recent surpluses to specific designated funds which will secure the long-term future of the Foundation as well as being able to further the strategic objectives of the Foundation.

Therefore, the designated funds have been allocated to the following areas:

Office Purchases Fund

Previously the Foundation was leasing offices in London, Glasgow and Cardiff. We identified that it would be the right option to use some of our recent surpluses to purchase offices, ideally in all three locations, hence having assets that will secure its long-term future whilst decreasing on-going operations costs. In July 2021, the Foundation purchased a new office in London (£6.0m including refurbishment), close to the previous office, and in March 2023 successfully completed the purchase of the Glasgow office (£0.3m) (with a further £0.2m planned on refurbishment). The search for an office in Cardiff did not produce anything appropriate and we are looking to move into a new rental space in Wales by the end of 2023.

COVID Response Programme

Following the decision during 2020 to set up a COVID Response Programme to try to help mitigate the impact of COVID-19 upon the public's mental health, which has been profound and unequal, work started in earnest in Spring 2021. The Foundation is focusing on three groups who have been particularly negatively impacted by the COVID-19 pandemic: lone parents, BAME and refugee communities, and people with long term physical health conditions. The Foundation's insight has been informed by the evidence generated from its pandemic study which has shown the impact of the pandemic and subsequent lockdowns on the UK population and particular subgroups. The selected groups are also ones where the Foundation has existing experience of evidence-based practice and partnerships that we can draw upon. We have managed to secure matched funding for this work which has enabled the Foundation to amplify the impact.

Investment Policy and Performance

In light of the extremely generous donations we have had over the last few years, which have given us significant surpluses and hence a cash balance in



excess of what is required under the reserves policy, the trustees have decided that an element of these should be invested.

The rationale for this is that trustees have a duty to use the charitable assets to further the charity's aims, which in the case of financial investments will usually involve seeking the maximum return consistent with commercial prudence whilst ensuring a diversified portfolio.

Therefore, the trustees have decided that a mixed portfolio of property, investment fund(s) and cash is suitable for the Foundation.

The selected investment fund needed to be in line with the Foundation's aims, whilst providing a good risk/return profile.

The fund was deliberately chosen with ethical, environmental and sustainable criteria in mind.

Based on this the CCLA Charities Ethical Investment Fund <https://rebrand.ly/ccla-ethical-investment> was selected and the £5.7m invested by 31 March 2023 had grown to £6.1m which includes the £0.4m unrealised loss this year.



Structure, governance & management

Constitution

The Mental Health Foundation is constituted as a company limited by guarantee, Company Registration No. 02350846 (England and Wales), and is a registered charity, Charity Registration Nos. 801130 (England and Wales) and SC 039714 (Scotland).

The Group's subsidiary, Mental Health at Work CIC, is a company limited by shares, Company Registration No. 10473373 (England and Wales).

Members' liability

In the event of the charitable company being wound up during the period of membership or within the year following, company members are required to contribute an amount not exceeding £1.

Trustees

The trustees constitute directors of the charitable company for the purposes of the Companies Act 2006 and are also members of the charitable company.

Trustees are appointed for an initial three-year term and may be re-elected for a further two three-year periods. In exceptional circumstances the Board may resolve that a trustee may serve one further term of a maximum of three years. At any one time there must be a minimum of three trustees.

The recruitment of trustees is carried out by the Finance, People & Governance Committee

which recommends individuals to be appointed by the Board as a whole. New trustees are sought through a number of different routes - from time-to-time trustee posts may be advertised.

Trustee induction and training

New trustees' induction is carried out by the Chair and Chief Executive and they are additionally invited to spend time with any department of the Foundation in which they are interested. Training is provided as required.

Trustee meetings

The trustees must hold at least four Board meetings each year. In addition, the Board has three sub-committees which usually meet quarterly: Finance, People & Governance, Fundraising & Communications, and Public Mental Health.

Statement of trustees' responsibilities

The trustees (who are also directors of the Mental Health Foundation for the purposes of company law) are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of

the state of affairs of the charitable company and the group and of the income and expenditure of the charitable company and the group for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable



them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that:

- so far as the trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Management arrangements

The trustees delegate the management of the Foundation to the staff team led by the Chief Executive and the senior management team (SMT). The Chief Executive has been in place since October 2018. Two of the other four SMT members have joined during the year and the Director of HR and Wellbeing and Director of Finance and Systems roles were combined to form a

new Chief Operating Officer role, which the Director of Finance and Systems stepped into.

Appointment policy

The Mental Health Foundation is an equal opportunities employer and applies objective criteria to assess merit. It ensures that no job applicant or employee receives less favourable treatment on the grounds of age, race, colour, nationality, religion, ethnic or national origin, gender, marital status, sexual orientation or disability.

Selection criteria and procedures are reviewed regularly to ensure that individuals are appointed and promoted on the basis of their relevant merits and abilities.

Wellbeing, Diversity and Inclusion

At the Mental Health Foundation, we are committed to deepening our understanding of diversity and structural discrimination, and to addressing this in every aspect of our work. We are also committed to supporting and enhancing the overall wellbeing of our staff.

Our Race Review Action Plan

<https://www.mentalhealth.org.uk/about-us/our-commitments-race-and-diversity>.

We are committed to become an anti-racist organisation and in 2022/23, we made a number of important steps forward:

- We trained all colleagues and trustees in developing our understanding of racial injustice and inclusion and the implications for how we work together
- We appointed two interns through the 10,000 Black Interns programme and plan to appoint a further three interns in 2023/24

- We improved our collection of staff Equality, Diversity, and Inclusion (EDI) data and EDI reporting to trustees
- We redesigned our website to be more inclusive and representative
- We actively built Mental Health Awareness Week 2023 with inclusivity and diversity as its guiding principle
- We took opportunities across our public fundraising initiatives as well as in our press coverage to actively promote the voices of colleagues from minority ethnic backgrounds
- We procured a new Customer Relationship Management (CRM) system that allows us to better understand our supporters
- We have been running two COVID Response Programmes which explicitly seek to address the needs of mothers and families in ethnically and culturally diverse communities in England
- We are working with a wide range of organisations led by and for racialised communities across the four nations, including 6 new partner organisations in Scotland over 3 years.
- We have changed the polling company we use for our research to reflect a population pool of greater diversity
- We enhanced our Mental Health in the Pandemic study to include qualitative interviews with people from minority ethnic backgrounds
- We have championed race equity in the Mental Health Policy Group in England

The Mental Health Foundation has pledged to become an



exemplar employer, and we take this commitment seriously.

In 2022/23, we have:

- Strengthened the impact and remit of our staff engagement group; our staff led forum, where colleagues voice concerns and make suggestions on a variety of topics, which is all fed back anonymously to senior management for action or response
- Celebrated and recognised the achievement of colleagues at our annual conference
- Improved internal structures for communication, for example by developing The Loop, our staff intranet
- Created further opportunities for staff to collaborate with our subsidiary, Mental Health at Work. This includes stronger wellbeing support during the onboarding process for new colleagues

Remuneration policy

The Mental Health Foundation is committed to ensuring a fair and equal remuneration process for all staff so that we can ensure all staff are paid appropriately for the work they do for us. The key management personnel of the charity comprise the trustees and the senior management team (SMT). The overall responsibility of the charity lies with the trustees who have delegated the day-to-day management of the charity to the SMT.

Responsibility for setting salaries for the CEO and members of the SMT rests with the trustees; responsibility for setting other salaries has been delegated to the SMT and CEO.

The Foundation has a pay and benefits system which provides a clear structure for salaries for

new appointments and for salary progression for existing staff as well as clear criteria for evaluating and benchmarking new and changing roles for equitable pay.

The Foundation is signed up to the [Living Wage Foundation](#) and ensures all employees are paid at least the London Living Wage regardless of where they are based.

Pension arrangements

The Foundation operates a non-contributory individual money-purchase scheme for all eligible members of staff, contributing 10% of pensionable salary to each employee's fund. Employees can additionally choose to make employee contributions to their pension. The scheme is fully compliant with auto-enrolment regulations.

In line with our recognition that our activities have an environmental impact, our environmental policy lays out our commitment to sustainability in our practices from a people, financial and environmental perspective. To this end, because where pension schemes have their finances invested can be a leading contribution to the climate crisis, we have our pension scheme with Cushon (<https://www.cushon.co.uk/info/pension>) which runs a Net Zero scheme.

Project delivery

Projects are delivered through a combination of in-house and external research, practice development, publications and other dissemination activities. Projects are supported by advisory committees of experts, if required. The Foundation has well-developed links with central government, the Scottish and Welsh governments, health, local government, housing and social

services bodies across the United Kingdom, as well as professional bodies, academic research centres and voluntary sector organisations. It is committed to partnership work wherever this will maximise effectiveness and impact.

The Foundation has working relationships with many organisations, as described above. These are carefully curated in order to add value to the nature and content of the programmes as effectively as possible.

Environmental management

The Foundation acknowledges the negative impact that the on-going consequences of the failure to systematically address the climate and ecological crisis is having, and will have, on the Mental Health of the Earth's population. Therefore, in line with our values of walking our talk we have ensured we are looking at all areas of our organisation to find ways to improve our impact on this man-made crisis.

Since 2021, when we implemented our new Environmental Policy, we have made numerous improvements including:

- The new London office was designed with environmental sustainability centrally embedded in the design and build, and the other office moves will follow the same process.
- A new procurement policy has been launched which embeds the responsibility of staff to consider the environmental (as well as other factors) effect of what they buy or use.
- The pension scheme with Cushon mentioned above.



- There is an organisational green team from across the organisation, led by a member of the SMT, who meet regularly to discuss ideas and progress.
- These items amongst others lead to a very positive external environmental audit which helped show how far the organisation has come.

Risk management

The senior management team takes the lead in reviewing the key risks facing the Mental Health Foundation on a regular basis, after considering input from across the organisation. These are documented in a risk register, which is reviewed by the Finance, People & Governance Committee and approved by the trustees at least annually.

The risk register is updated to reflect recent operational and financial developments, strategic annual organisational objectives, and changes in the external environment. Each risk item is analysed according to its perceived potential impact and likelihood of occurrence, together with actions that either have been, or will be, taken in mitigation.

The period of economic uncertainty that we are now in, driven by the significant cost-of-living crisis, has accentuated some risks, e.g. a significant decrease in income and hence the lack of financial stability. The Foundation will not be immune from the economic activities but thanks to our above average reserves and planned cost reduction activities, we have had, and will have, time to ensure any

actions we take due to external factors will be well planned.

The principal risks currently facing the organisation are:

- A significant decrease in unrestricted income and consequently not achieving financial stability.
- A vulnerable person is exploited or harmed.
- Political and Societal uncertainty leading to a decreased focus on Mental Health.
- Lack of senior management and board diversity and inclusion.

The plans and strategies for managing these risks are:

- The Foundation has invested in its Fundraising team and website and is in the process of upgrading its CRM system so that it can diversify its income and explore new avenues of income. The cost base has been reviewed and decreased in line with the new income levels. Regular financial reporting occurs so any new trends can be identified and addressed.
- We continue to ensure that our safeguarding policy is reviewed and updated as needed. Within it, it includes a provision for a designated safeguarding officer who has responsibility for ensuring all staff who have contact with vulnerable adults and children are aware of their responsibility under the policy and the law.
- The Foundation continues to push for lasting change for the prevention agenda, engaging with all players in

the political spectrum at a UK and national level.

- We have set six public commitments on race and diversity in our Board, one of which is 'Public targets and regular reporting on diversity'. These will include having 20% of our Board and 20% of our Leadership team from diverse racial backgrounds by 2024, with further diversity targets to be developed. There is commitment throughout MHF to ensure we work towards and meet these targets with the Board currently having maintained the level at 38% but the Leadership team has decreased to 0% following some resignations as at Sept 2023.

For the principal risks listed last year which are not on the principal risks for the current year the main actions the charity has taken are:

- Whilst Data and other regulation remains an area of focus for the Foundation, processes have been and are being put in place to ensure the impact is minimised including training clarity on how data is handled.

The trustees have confirmed that there are procedures in line with key risks and other identified risks to prevent or manage their effects. These procedures include implementation of control systems and processes throughout the entire organisation, the transfer of risk to external insurers, and the management of risks that cannot be avoided.

The trustee's report, prepared under the Charities Act 2011, which also contains all information required in a director's report by the Companies Act 2006, and the incorporated strategic report, prepared under the Companies Act 2006, were approved by and signed on behalf of the trustees.

AISHA SHEIKH-ANENE, Chair of Trustees



Independent auditor's report

TO THE TRUSTEES AND MEMBERS OF THE MENTAL HEALTH FOUNDATION

We have audited the financial statements of the Mental Health Foundation (the 'charitable parent company') and its subsidiary (the 'group') for the year ended 31 March 2023 which comprise the consolidated statement of financial activities, the charitable parent company and group balance sheets, the consolidated statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable parent company's affairs and those of the group as at 31 March 2023 and of the group's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable parent company and group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report and consolidated financial statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.



Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable parent company and of the group and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- proper and adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable parent company's and the group's ability to continue as a going concern, disclosing, as applicable, matters

related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable parent company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

How the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charitable parent company and the group through discussions with key management and from our knowledge and experience of the charity sector;
- We focused on specific laws and regulations which we considered may have a direct material effect on the accounts or the activities of the charitable parent company and group. These included but were not limited to the Companies Act 2006, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard



applicable to the United Kingdom and Republic of Ireland (FRS 102) (effective 1 January 2019) and the Code of Fundraising Practice; and

- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of key management and review of minutes of trustees' meetings.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of key management as to where they considered there was susceptibility to fraud and their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Tested and reviewed journal entries to identify unusual transactions;
- Carried out substantive testing of expenditure including the authorisation thereof;
- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of trustees; and

- Enquiring as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use Of Our Report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charity's trustees as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Shachi Blakemore

Senior Statutory Auditor

For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.



GROUP STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

Year to 31 March 2023

Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	Total 2023 funds £'000	Total 2022 funds £'000
Income from:						
	2,040	4	—	—	2,044	4,241
	991	—	—	—	991	1,867
	609	—	—	—	609	670
	168	—	—	—	168	1
Charitable activities						
- Statutory grants receivable	1	882	—	—	882	1,413
- Other grants	1	1,466	—	—	1,470	1,411
- Charitable trading activities	2	1,138	11	—	1,210	1,081
Total income	4,950	2,413	11	—	7,374	10,684
Expenditure on:						
Raising funds	1,776	—	—	—	1,776	1,619
Charitable activities	3	—	—	—	—	—
- Mental Health Programmes	2,069	2,824	—	—	4,893	4,555
- Information, education, dissemination and advisory services programme	3,878	504	11	—	4,394	4,683
Total expenditure	7,724	3,328	11	—	11,063	10,857
Operating (expenditure) for the year before transfers	(2,774)	(915)	—	—	(3,689)	(173)
Unrealised (losses) gains on investment	(366)	—	—	—	(366)	588
Net (expenditure) income for the year before transfers	(3,140)	(915)	—	—	(4,055)	415
Transfers between funds	14	9	(2,898)	—	—	—
Net movement in funds	(251)	(906)	(2,898)	—	(4,055)	415
Reconciliation of funds:						
Funds brought forward at 1 April	6,921	1,771	10,174	45	18,911	18,496
Funds carried forward at 31 March	6,670	865	7,276	45	14,856	18,911

All of the group's activities derived from continuing operations during the above two financial periods.

A full comparative statement of financial activities for the previous year is shown in the appendix to these financial statements.



CHARITY STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

Year to 31 March 2023

Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	Total 2023 funds £'000	Total 2022 funds £'000
Income from:						
Donations	2,040	4	—	—	2,044	4,241
Legacies	991	—	—	—	991	1,867
Fundraising events	609	—	—	—	609	670
Investments	168	—	—	—	168	1
Charitable activities						
- Statutory grants receivable	1	—	882	—	882	1,413
- Other grants	1	4	1,466	—	1,470	1,411
- Charitable trading activities	2	170	61	11	242	191
Total income	3,982	2,413	11	—	6,406	9,794
Expenditure on:						
Raising funds	1,776	—	—	—	1,776	1,619
Charitable activities						
- Mental Health Programmes	2,069	2,824	—	—	4,893	4,555
- Information, education, dissemination and advisory services programme	2,819	504	11	—	3,333	3,729
Total expenditure	6,664	3,328	11	—	10,003	9,903
Operating (expenditure) for the year before transfers	(2,682)	(915)	—	—	(3,597)	(109)
Unrealised (losses) gains on investment	(366)	—	—	—	(366)	588
Net (expenditure) income for the year before transfers	(3,048)	(915)	—	—	(3,963)	479
Transfers between funds	14	2,889	9	(2,898)	—	—
Net movement in funds	(159)	(906)	(2,898)	—	(3,963)	479
Reconciliation of funds:						
Funds brought forward at 1 April	6,809	1,771	10,174	45	18,799	18,320
Funds carried forward at 31 March	6,650	865	7,276	45	14,836	18,799

All of the charity's activities derived from continuing operations during the above two financial periods.

A full comparative statement of financial activities for the previous year is shown in the appendix to these financial statements.



BALANCE SHEETS

As at 31 March 2023

	Notes	Group		Charity	
		2023 £'000	2022 £'000	2023 £'000	2022 £'000
Fixed assets					
Tangible assets	10	6,186	6,050	6,182	6,048
Investments	11	6,129	8,796	6,129	8,796
		12,315	14,846	12,311	14,844
Current assets					
Debtors	12	3,306	3,506	3,076	3,323
Cash at bank and in hand		522	1,766	285	1,505
		3,828	5,272	3,361	4,828
Liabilities					
Creditors: amounts falling due within one year	13	(1,287)	(1,207)	(836)	(873)
Net current assets		2,541	4,065	2,525	3,955
Total net assets		14,856	18,911	14,836	18,799
Represented by:					
Funds and reserves					
Income funds					
Unrestricted funds		6,670	6,921	6,650	6,809
Designated funds	15	7,276	10,174	7,276	10,174
Restricted funds	14	865	1,771	865	1,771
		14,811	18,866	14,791	18,754
Capital funds					
Permanent endowment funds	16	45	45	45	45
		14,856	18,911	14,836	18,799

Signed on behalf of the Trustees by:

AISHA SHEIKH-ANENE

Chair of Trustees

Mental Health Foundation, Company Limited by Guarantee
Registration Number 02350846 (England and Wales)

Approved by the Trustees on 29 November 2023



GROUP STATEMENT OF CASH FLOWS

Year to 31 March 2023

	Notes	2023 £'000	2022 £'000
Cash flows from operating activities:			
Net cash (used in) operating activities	A	(3,366)	(999)
Cash flows from investing activities:			
Investment income received		168	1
Purchase of tangible fixed assets		(346)	(6,082)
Long term cash investment disposals / (additions)		2,300	(3,000)
Net cash provided by (used in) investing activities		2,122	(9,081)
Change in cash and cash equivalents in the year		(1,244)	(10,080)
Cash and cash equivalents at 1 April 2022	B	1,766	11,846
Cash and cash equivalents at 31 March 2023	B	522	1,766

Notes to the statement of cash flows for the year to 31 March 2022.

A	Reconciliation of net movement in funds to net cash provided by operating activities		
		2023 £'000	2022 £'000
	Net movement in funds (as per the statement of financial activities)	(4,054)	415
	Adjustments for:		
	Depreciation charge for the year	211	57
	Investment income receivable	(168)	(1)
	Unrealised investment loss (gain)	366	(588)
	Decrease (increase) in debtors	199	(992)
	Increase in creditors	80	110
	Net cash (used in) provided by operating activities	(3,366)	(999)
B	Analysis of cash and cash equivalents		
		2023 £'000	2022 £'000
	Total cash and cash equivalents:		
	Cash at bank and in hand	522	1,766
		522	1,766

No separate statement of changes in net debt has been prepared as there is no difference between the movements in cash and cash equivalents and movement in net cash (debt).



Principal accounting policies

Basis of accounting

These financial statements have been prepared for the year to 31 March 2023 with comparative information provided in respect to the year to 31 March 2022.

The financial statements have been prepared under the historical cost convention with items initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to the financial statements.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in sterling and are rounded to the nearest thousands.

Basis of consolidation

The consolidated financial statements of the Group incorporate the financial statements of Mental Health Foundation and its subsidiary undertaking Mental Health at Work CIC. The net expenditure attributable to the charity in the year was £3,597k (Net expenditure in 2022: £109k).

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of at least one year from the date of approval of these financial statements.

The trustees have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

Income recognition

Income is recognised in the period in which the charity is entitled to receipt, the amount can be measured reliably, and it is probable that the funds will be received.

Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

Income comprises donations, legacies, income from fundraising events, interest receivable, investment income, grants and other trading income.

Donations and income from events are recognised when the charity has confirmation of both the amount and settlement date. In the event of donations pledged but not received, the amount is accrued for where the receipt is considered probable. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are included in the statement of financial activities when the charity is entitled to the legacy, the executors have established that there are sufficient surplus assets in the estate to pay the legacy, and any conditions attached to the legacy are within the control of the charity. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

Entitlement is taken as the earlier of the date on which either:

- the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor to the charity that a distribution will be made; or
- a distribution is received from the estate.

Where legacies have been notified to the charity, or the charity is aware of the granting of probate, but the criteria for income recognition have not been met, the legacy is treated as a contingent asset and disclosed if material. In the event that the gift is in the form of an asset other than cash, or a financial asset traded on a



recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title of the asset having been transferred to the charity.

Grants and donations from government, other statutory agencies and charitable bodies are included as income from charitable activities where these amount to a contract for service or where they are specific to particular activities. Along with income of a contractual nature and income generated from trading and commercial sources, they are recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured. All such income is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Other trading income is recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured.

Investment income is recognised once the dividend or interest has been declared and notification has been received of the amount due.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings. The classification between activities is as follows:

- Expenditure on raising funds include the salaries, direct costs and support costs associated with generating donated income.
- Expenditure on charitable activities, including grants payable, comprises expenditure on the charity's primary charitable purposes as described in the trustees' report.

Welfare grants payable to individuals are included in the statement of financial activities when approved.

Grants or award funding to institutions are included in full in the statement of financial activities when the award agreement has been returned, completed and signed, by the recipient. Small final instalments of some award grant payments are subject to receipt of a satisfactory final report on the award project.

Allocation of support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprise the costs involving the public accountability of the charity (including audit costs) and costs in respect to its compliance with regulation and good practice.

Support costs and governance costs are apportioned using percentages based on the time spent on the activities by the employees of the charity.

Tangible fixed assets

All assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised.

Expenditure on the purchase and replacement of fixtures, fittings and equipment is capitalised and depreciated, on a straight-line basis, over a period ranging from 3 to 10 years, in order to write off each asset over its estimated useful life.

Property is depreciated using the diminishing value method at a 2% rate.

Investments

Cash deposits held in interest earning accounts and held for the long term are classified as fixed asset investments.

Investments in unlisted companies are included on the balance sheet at a valuation determined by the trustees, calculated having regard to the net asset value of the relevant company at the balance sheet date.

Listed investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Investment gains and losses are recognised in the statement of financial activities.



The Foundation does not acquire complex financial instruments.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. Debtors have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as current asset investments. Cash placed on deposit for more than one year is disclosed as a fixed asset investment.

Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt.

They have been discounted to the present value of the future cash payment where such discounting is material.

Fund structure

The general fund comprises those monies which may be used towards meeting the charitable objectives of the charity and may be used at the discretion of the trustees.

The designated funds represent assets set aside by the trustees to be applied in future years towards specific purposes.

The restricted funds are monies raised for a specific purpose, or donations subject to donor-imposed conditions.

The permanent endowment funds comprise monies which must be held as capital indefinitely. The income therefrom is used in accordance with the terms of each individual endowment (note 16).

Pension costs

Contributions to employees' personal pension plans and in respect to defined contribution schemes are charged to the statement of financial activities in the year in which they are payable to the relevant scheme.

Leased assets

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged on a straight-line basis over the lease term.

Critical accounting estimates and areas of judgement

Preparation of the financial statements requires the trustees to make significant judgements and estimates.

The items in the financial statements where these judgements and estimates have been made include:

- Estimating the useful economic life of tangible fixed assets for the purposes of calculating the depreciation charge;
- Estimating the recoverability of debtors and determining any necessary provision for bad or doubtful debts;
- Estimating the future income and expenditure streams which underpin the going concern assumption;
- Estimating the probability and value of legacy distributions; and
- Determining the basis for the allocation of support and governance costs across the charitable key areas of activity as shown in note 3.

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2023

1. INCOME FROM: GRANTS RECEIVABLE

Group and Charity	2023	2022
	£'000	£'000
Statutory grants		
- Scottish	642	1,142
- English and Welsh	240	286
	882	1,428
Other grants	1,470	1,396
	2,352	2,824

The income from grants relate to the following charitable activities:

Group and Charity	2023	2022
	£'000	£'000
Mental Health Programmes	1,668	2,665
Information, education, dissemination and advisory services programme	684	159
	2,352	2,824

Statutory grants receivable comprise:

Group and Charity	2023	2022
	£'000	£'000
Scottish		
COVID Response Programme - Lone Parent (Scottish Government)	-	125
COVID Response Programme - Minority Ethnic Communities (Scottish Government)	-	125
COVID Response Programme - Minority Ethnic Communities (NHS Greater Glasgow & Clyde)	-	22
Edinburgh Summer Programme (Thrive Edinburgh)	-	300
Elevate (Scottish Government)	60	-
New Scots Edinburgh Partnership (South West Children's Practice Team)	50	20
Refugee Health Policy Action Group (Scottish Government)	-	60
Scottish Government Mental Health Ref Group (Scottish Government)	117	20
Scottish Mental Health Arts and Film Festival (SMHAFF) (NHS Lothian)	10	20
Scottish Mental Health Arts and Film Festival (SMHAFF) (Scottish Association for Mental Health)	8	20
Scottish Mental Health Arts and Film Festival (SMHAFF) (NHS Greater Glasgow & Clyde)	5	10
Scottish MH Res Network (NRS Mental Health Network)	9	9
Stigma (Scottish Association for Mental Health)	100	131
Stigma Report Card (Scottish Association for Mental Health)	-	65
Talking Heads (Scottish Government)	10	-
Together to Thrive - Youth MH Task Sharing (NHS Tayside)	30	-
Together to Thrive - Youth MH Task Sharing (Dundee City Council)	50	-
Visibility & Voices (Glasgow City Council)	31	25
VOX (Scottish Government)	162	190
	642	1,142
English and Welsh		
Arts Festival Wales (Art Council of Wales)	2	15
Becoming a Man (Islington Council)	138	-
COVID Response Programme - Long COVID Peer Support Project (Betsi Cadwaladr University Health Board)	-	53
COVID Response Programme - Perthyn Phase 3 (Welsh Government)	100	35
Drawing Neighbours Together (Westminster City Council)	-	9
My Life My Future (London Borough of Lambeth)	-	100
Refugee and Asylum Seeker - Perthyn (Welsh Government)	-	35
South Wales Police (South Wales Police and Crime Commissioner)	-	39
	240	286
Total Statutory Grants	882	1,428

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2023

1. INCOME FROM: GRANTS RECEIVABLE (continued)

Other grants comprise:

Group and Charity (by funder)	2023 £'000	2022 £'000
National Lottery funding	21	140
– England – Community Fund (Kids Time)	20	100
– Scotland – Heritage Fund (Reclaim Our Heritage)	1	39
– Wales – People and Places (Standing Together Cymru)	-	1
Barnardo's	85	123
Mental Health & Wellbeing Evaluation	41	123
CPPSP MH & Wellbeing Evaluation Phase 3	44	-
Group and Charity (by project)		
Scottish Mental Health Arts and Film Festival (SMHAFF)	16	45
Creative Scotland	11	42
Other grants	5	3
Peer Education	118	88
Constance Travis Charitable Trust	50	-
Lloyds	66	88
FASTn	2	-
Becoming a Man	589	502
Movember	80	-
Youth Endowment Fund	509	502

CONTINUED

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2023

	2023	2022
	£'000	£'000
Other grants >£25,000		
Baring Foundation (Commissions and Creative Network)	(14)	27
Garfield Weston Foundation (U OK?)	50	-
Lloyd's (Picture This)	-	62
Lloyd's of London Foundation (U OK?)	50	-
Monday Charitable Trust (COVID Response Programme)	250	250
Motability (Transport and Public Mental Health)	112	-
Robertson Trust (Thriving Learners)	-	60
The Blue Thread (Refugee Communications Project)	74	-
The Welcome Trust (Dads, Football, and Public Engagement)	-	39
T.U.U.T Charitable Trust (U OK?)	25	-
University of Sussex (SITUATE)	-	32
Other grants <£25,000		
Association of Colleges	16	3
Brabners Foundation	3	-
Creative Scotland	4	-
FASTn	-	5
London South East Colleges	24	8
Queen University Belfast	-	2
Single Parents Wellbeing CIC (National Lottery Community Fund)	17	-
Single Parents Wellbeing	17	-
SJP Charitable Foundation	5	-
University of Glasgow	4	7
University of Stirling	3	-
University of York	1	1
Other grants <£25,000	-	2
	1,470	1,396

The Group has also received free legal advice valued at £35,309 (2022: £28,111)

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2023

2. INCOME FROM: CHARITABLE TRADING ACTIVITIES

Group and Charity	2023	2022
	£'000	£'000
Publications and merchandise	120	85
Training	7	14
Contract	78	65
Other	21	27
Charity total	226	191
Income from subsidiary	984	890
Group total	1,210	1,081

Expenditure relating to the Group's subsidiary, Mental Health at Work CIC, are included within costs associated with charitable activities.

Of the above, £8,000 of publications, £43,000 of contract, £7,000 of training and £4,000 of other income related to restricted funds.

(2022: £3,000 of training, £179,000 of contract, £14,000 of training and £10,000 of other income related to restricted funds).

3. EXPENDITURE ON CHARITABLE ACTIVITIES

Group	Direct costs	Support costs	Total	Direct	Support costs	Total
	£'000	(note 5)	2023	costs	(note 5)	2022
		£'000	£'000	£'000	£'000	£'000
Mental Health Programmes	4,004	889	4,893	3,823	732	4,555
Information, education, dissemination and advisory services programme	3,861	532	4,393	4,142	541	4,683
	7,865	1,421	9,286	7,965	1,273	9,238

Direct costs comprise:

Group	Staff costs	Other costs	Total	Staff costs	Other costs	Total
	£'000	£'000	2023	£'000	£'000	2022
			£'000			£'000
Mental Health Programmes	2,700	1,304	4,004	2,138	1,685	3,823
Information, education, dissemination and advisory services programme	2,287	1,574	3,861	2,357	1,785	4,142
	4,987	2,878	7,865	4,495	3,470	7,965

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2023

4. GOVERNANCE COSTS

	2023	2022
	£'000	£'000
Group and Charity		
Legal and professional fees	25	52
Trustees' expenses and other trustee related costs	3	9
Group and Charity total	28	61

All governance costs relate to unrestricted funds.

5. SUPPORT COSTS

Group	Office £'000	IT £'000	Finance £'000	Human resources £'000	Total 2023 £'000
Costs of raising funds	113	47	34	70	264
Mental Health Programmes	381	157	115	236	889
Information, education, dissemination and advisory services programme	220	116	64	132	532
	714	320	213	438	1,685

Group	Office £'000	IT £'000	Finance £'000	Human resources £'000	Total 2022 £'000
Costs of raising funds	84	42	33	75	234
Mental Health Programmes	263	133	103	233	732
Information, education, dissemination and advisory services programme	187	116	74	164	541
	534	291	210	472	1,507

Support costs are allocated to the activities they are supporting on the basis of the number of staff working on each activity.

6. NET INCOME

This is stated after charging:

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Staff costs (note 7)	6,656	6,009	5,913	5,366
Depreciation	319	57	209	55
Auditor's remuneration				
- Audit	18	17	18	17
- Other services (Emen audit, VAT consultancy)	-	1	-	1
Operating lease rentals				
- Land and buildings	87	78	87	78

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
7. STAFF COST				
Wages and salaries	5,575	5,015	4,913	4,443
Social security costs	608	523	530	464
Other pension costs	466	411	463	399
	6,649	5,949	5,906	5,306
Agency and temporary staff	7	60	7	60
	6,656	6,009	5,913	5,366

The average monthly number of employees (including temporary staff) during the year was 145 (2022: 136).

Redundancy payments of £31,352 and settlement payments of £10,338 were paid during the year (2022: none).

The number of employees who earned £60,000 per annum or more (including taxable benefits but excluding employer pension contributions) during the year was as follows:

Group	2023 No.	2022 No
£60,000 - £70,000	4	4
£70,000 - £80,000	1	3
£80,000 - £90,000	3	-
£110,000 - £120,000	1	1

Employer contributions made to a money purchase scheme in respect of the above employees during the year amounted to £59,259 (2022: £59,806).

The key management personnel in charge of directing, controlling, running and operating the group on a day-to-day basis comprise the trustees together with the Chief Executive, the Director for England, the Director for Scotland, Wales and Northern Ireland, the Director of Fundraising and Communications, the Director of HR and Wellbeing, Director of Finance and Systems and the Chief Operating Officer. The total remuneration payable to key management personnel during the year was £572,070 (2022: £581,070).

8. TRUSTEES' REMUNERATION, EXPENSES AND DONATIONS

No trustee received any remuneration in respect of their services as a trustee during the year (2022: none). Expenses reimbursed to, or paid on behalf of, trustees during the year were as follows:

	2023		2022	
	Aggregate amount		Aggregate amount	
	No of trustees	£'000	No of trustees	£'000
Travel, expenses and other	7	2	5	1

The trustees have taken out trustee indemnity insurance to cover the liability which by virtue of any rule of law would otherwise attach to the trustees in respect of any negligence, default, breach of trust or breach of duty of which they may be guilty in relation to the Foundation. The premium paid by the charity during the year amounted to £10,433 (2022: £6,990) and provided cover of £1,000,000 (2022: £1,000,000).

The charity did not receive any donations from trustees during the year (2022: none).

9. TAXATION

The Mental Health Foundation is a registered charity and, therefore, is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

10. TANGIBLE FIXED ASSETS

Group	Property £'000	Fixtures, fittings and equipment £'000	Total £'000
Cost			
At 1 April 2022	5,851	266	6,117
Additions	303	43	346
Disposals	-	-	-
At 31 March 2023	6,154	309	6,463
Depreciation			
At 1 April 2022	37	30	67
Charge for the year	147	63	210
Disposals	-	-	-
At 31 March 2023	184	93	277
Net book values			
At 31 March 2022	5,814	236	6,050
At 31 March 2023	5,970	216	6,186

10. TANGIBLE FIXED ASSETS (continued)

Charity	Property £'000	Fixtures, fittings and equipment £'000	Total £'000
Cost			
At 1 April 2022	5,851	264	6,115
Additions	303	40	343
Disposals	-	-	-
At 31 March 2023	6,154	304	6,458
Depreciation			
At 1 April 2022	37	30	67
Charge for the year	147	62	209
Disposals	-	-	-
At 31 March 2023	184	92	276
Net book values			
At 31 March 2022	5,814	234	6,048
At 31 March 2023	5,970	212	6,182

11. INVESTMENTS

	2023 £'000	2022 £'000
Group and charity		
Listed investments		
Market value at 1 April	8,795	5,208
Additions at cost	-	3,000
Disposals at cost	(2,300)	-
Net unrealised investment (losses) gains	(366)	588
Market value at 31 March	6,129	8,796
Historic cost of listed investments	5,700	8,000

Individual holdings representing more than 5% of the market value of the portfolio at the balance sheet date are as follows:

	2023 £'000	2022 £'000
COIF Charities Ethical Investment Fund	6,129	8,796

The charity's unlisted investments also comprise shares in Helpcards Holdings Limited and Mental Health at Work CIC.

The charity holds 7,227 1p shares in Helpcards Holdings Limited, comprising 1.23% of the share capital. The shares have been valued by the trustees having regard to the company's net assets as at 31 March 2023.

On 27 July 2018, the shareholders of Mental Health at Work CIC gifted the shares in the company to the charity. The net assets position as at 31 March 2022 was £20,437. The shares have been valued by the trustees at £nil value as at 31 March 2023.

12. DEBTORS

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Trade debtors	302	293	72	110
Prepayments	359	347	359	347
Accrued income	359	797	359	797
Other debtors	23	18	23	18
Legacy notifications	2,263	2,051	2,263	2,051
	3,306	3,506	3,076	3,323

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Expense creditors	369	389	358	368
Other creditors	252	385	173	299
Service delivery deferred income	492	285	131	58
Fundraising events deferred income	111	30	111	30
Accruals	63	118	63	118
	1,287	1,207	836	873

Deferred income includes the following income received in advance to carry out the activities in the next financial year: Youth Endowment Fund Grant for the Becoming a Man project: £20,661; Lambeth Council grant also for the Becoming a Man project: £75,000; and grant from Baring Foundation £35,000 for delivery of the Arts and Mental Health Resource and Development project.

Deferred income also includes income for the following fundraising events postponed to the next financial year: London Marathon 2023: £76,683; Mental Health Awareness Week 2023 skydive: £17,919; Edinburgh Marathon 2023 £2,577; London Landmarks Half Marathon 2023: £8,433 and UK Challenge Events: £5,627.

14. RESTRICTED FUNDS

The income funds of the charity and group include restricted funds comprising the following donations and grants held on trust to be applied for specific purposes:

	At 1 Apr 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2023 £'000
Arts Festival Wales	6	(12)	(7)	13	-
Barnardo's CPPSP MH & Wellbeing Evaluation Phase 3	-	44	2	3	49
Barnardo's Mental Health & Wellbeing Evaluation	102	41	(139)	(4)	-
Barnardo's National Counter Trafficking Service Sleep	-	8	(8)	-	-
Becoming a Man	(0)	509	(509)	-	-
Becoming a Man (Islington Council)	-	138	(94)	-	44
Becoming a Man (Movember)	-	80	(6)	-	74
Blue Prescribing - London	27	-	(32)	5	-
Blue Prescribing - Summerset	9	-	-	(9)	-
Commissions and Creative Network	12	-	(12)	-	-
Corporate restricted income	299	117	-	(416)	-
COVID Research	-	-	(1)	1	-
COVID Response Programme - Home	524	350	(1,040)	260	94
Elevate	-	60	(60)	-	-
Future Learn	-	-	(21)	116	95
Gaming and Mental Health	1	-	-	-	1
J Sinson	7	-	-	-	7
KidsTime Southwark	46	20	(64)	(2)	-
Learning Partner	32	17	(29)	(4)	16
Mind Our Future - Single Parents	-	17	(12)	-	5
My Life My Future	62	-	(53)	-	9
New Scots Edinburgh Partnership	1	50	(51)	-	-
Peer Education Project	90	72	(159)	66	69
Peer Group Mentoring in Angus	-	15	(8)	-	7
Picture This	26	-	(29)	3	-
Primary School Programme	20	-	-	-	20
Refugee Communications Project	-	74	-	-	74

CONTINUED

14. RESTRICTED FUNDS (continued)

	At 1 Apr 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2023 £'000
Refugee Health Policy Action Group	6	2	(8)	-	-
Restricted Legacies - Helen Oliver	96	-	-	(75)	21
Restricted Legacies - Research	191	-	(98)	-	93
Scottish Government Mental Health Ref Group	-	117	(117)	-	-
Scottish Mental Health Arts Festival	-	25	-	-	25
Scottish MH Res Network	-	9	(9)	-	-
SMHAFF Restricted	53	17	(70)	-	-
SOCTIS	-	1	(1)	-	-
South Wales Police	3	-	(6)	3	-
Stigma	38	100	(135)	-	3
Talking Heads	-	10	-	-	10
Targeted 22-23 EDI Programme	-	4	-	-	4
Thriving Learners	56	-	(56)	-	-
Transport and Public Mental Health	-	115	(107)	-	8
Triumph	0	3	(3)	-	-
U OK?	31	121	(124)	50	78
Visibility & Voices	-	31	(31)	-	-
VOX	33	162	(195)	-	-
Wales Arts Learning and Development	-	16	(15)	(1)	0
Youth Mental Health Task Sharing	-	80	(21)	-	59
	1,771	2,413	(3,328)	9	865

14. RESTRICTED FUNDS (continued)

	At 1 Apr 2021 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2022 £'000
Arts & Stigma	2	-	(2)	-	-
Arts Festival Wales	(3)	15	(10)	4	6
Barnardo's Mental Health & Wellbeing Evaluation	75	123	(96)	-	102
Becoming a Man	-	502	(502)	-	-
Blue Prescribing - London	-	-	(80)	107	27
Blue Prescribing - Summerset	-	13	(4)	-	9
Commissions and Creative Network	-	27	(15)	-	12
Corporate restricted income	-	299	-	-	299
COVID Research	-	-	(145)	145	-
COVID Response Programme - Home	251	608	(357)	22	524
Creating Communities	-	-	(1)	1	-
Dads Football	-	39	(39)	-	-
Drawing Neighbours Together	(1)	9	(8)	-	-
Edinburgh Summer Programme	-	300	(301)	1	-
Evaluation of DBI	5	-	(5)	-	-
Gaming and Mental Health	163	-	(162)	-	1
Gwynedd Youth Service	5	-	(9)	4	-
Irish Men	-	-	(13)	13	-
J Sinson	7	-	-	-	7
KidsTime Southwark	16	100	(128)	58	46
Learning Partner	-	25	-	7	32
My Life My Future	16	100	(54)	-	62
New Scots Edinburgh Partnership	-	20	(19)	-	1
Peer Education Project	51	104	(165)	100	90
Picture This	31	94	(99)	-	26
Primary School Programme	20	-	-	-	20
Reclaiming our heritage	28	1	(22)	(7)	-
Refugee and Asylum Seeker	12	35	(44)	(3)	-
Refugee Health Policy Action Group	20	60	(74)	-	6

CONTINUED

14. RESTRICTED FUNDS (continued)

	At 1 Apr 2021 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2022 £'000
Restricted Legacies - Helen Oliver	154	-	-	(58)	96
Restricted Legacies - Research	311	-	(120)	-	191
Scottish Government Mental Health Ref Group	-	20	(20)	-	-
Screening Inequality	105	-	(105)	-	-
SITUATE	-	32	(33)	1	-
SMHAFF Restricted	40	100	(87)	-	53
South Wales Police	-	39	(36)	-	3
Standing together-Cymru	-	39	(51)	12	-
Stigma	26	137	(125)	-	38
Stigma Report Card	-	65	(65)	-	-
Survivors	-	-	-	-	-
The ACES (Adverse Childhood Experiences) Resilience	11	19	(23)	(7)	-
Thriving Learners	62	60	(66)	-	56
Triumph	-	7	(7)	-	-
U OK?	10	41	(20)	-	31
Visibility & Voices	13	25	(38)	-	-
VOX	-	193	(160)	-	33
Wales Arts Learning and Development	-	-	(2)	2	-
What I Need to Tell You	9	-	(9)	-	-
Women of Scotland	21	-	(3)	(18)	-
	1,460	3,251	(3,324)	384	1,771

Barnardo's CPPSP MH & Wellbeing Evaluation Phase 3

Phase 3 of the Barnardo's Core Priority Programme in Mental Health and Wellbeing is the final phase of work commissioned by Barnardo's to implement a systems-change approach in infant, children and young people's mental health services in three localities – North Tyneside, Renfrewshire and Northern Ireland. The overarching aim of the programme is to demonstrate the added value of a strategic partnership approach facilitated by the third sector to improving child and young people's mental health. This phase of the programme aims to measure progress towards five core outcomes – prevention and early intervention, sustainability, partnership working, shared language and co-production – to explore the mechanisms of change that result in successful systems change approach. To achieve this, MHF as Barnardo's research and learning partner has plans to deliver a coordinated programme of evaluation activities including reviewing underpinning systems change theory, undertaking literature reviews, and data collection with end user beneficiaries (children, young people and families).

Barnardo's Mental Health & Wellbeing Evaluation

Commissioned by Barnardo's for its Mental Health and Wellbeing Core Priority Programme Strategic Research Partnerships' work in Renfrewshire, North Tyneside and Northern Ireland. The aim of these strategic partnerships is to facilitate systems change within mental health and wellbeing services and systems for children, young people and families, and to support the development of new and innovative ways of working, so that children, young people and their families experience improved mental health and wellbeing outcomes and the demand on secondary mental health service provision (e.g., CAMHS) is reduced.

Becoming a Man (BAM)

A trauma-informed mentoring and counselling project in Lambeth and Islington, which integrates clinical theory and practice, men's rites of passage work and a dynamic approach to youth engagement. Over a two-year curriculum, the programme offers in-school activities that promote relational and emotional learning strongly correlated with positive long-term outcomes in the areas of health, education and justice system involvement. We delivered weekly group counselling sessions (BAM Circles) to groups of young men across six schools in Lambeth and Islington. We would like to thank the Youth Endowment Fund, Movember and Islington Council for their support towards this incredible project. We would also like to thank Lambeth Council for committing to partially funding the continuation of delivering in our three Lambeth schools for the 2023-2024 school year.

Blue Prescribing

The Blue Prescribing Project at the London Wetland Centre was a partnership between the Mental Health Foundation and the Wildfowl and Wetlands Trust, funded by Simplyhealth. Participants engaged in a six week nature engagement and self-management course on the wetland site, to explore their relationship with the natural world, and ways of deepening this to improve and protect their mental health. Project delivery came to an end in April 2023.

Commission and Creative Network

With funding from the Baring Foundation this project worked with three artists across Scotland (Glasgow, Fife and the Highlands) who worked with participants in their local communities to support them to make creative work exploring mental health issues. In tandem, the Mental Health Arts Network was developed as a plan for a peer-to-peer support network for people who are either already making or are interested in making creative work about mental health.

COVID Response Programme

Our COVID Response programme works with partner organisations to create new projects across the UK, targeting three beneficiary populations identified by our longitudinal COVID-19 study as having more mental health challenges due to the pandemic: people with long-term conditions, lone parents and people from BAME communities. The Programme is match-funded from external sources and the MHF designated funds.

Elevate

The project aim is to increase the representation of refugee background people within civic forums in education and health and social care in the Glasgow area. The project will deliver support programmes to those refugees and asylum seekers parents to join parent councils, and likewise to support parent councils and schools to welcome refugee backgrounds families.

We approach civic forums in transport companies, Police Scotland, education, health and social care and offer a training to their staff. We deliver training to refugee and asylum seeker community members to increase their confidence to engage more with civic forums.

Future Learn

Future Learn is an online learning platform where we are developing a suite of free to access e-learning courses aimed primarily at the social care, health and education sectors to better support professionals to understand, protect and sustain the mental health of those they work with. Learners will engage with the courses through articles, reflective exercises, interactive discussions, and case studies. These courses aim to create lasting learning legacies from our work across Programmes, Policy, and Research, and disseminate our work to wider audiences. We currently have two available courses on Body Image and Trauma-Informed practice and are developing further courses on topics such as supporting people seeking sanctuary, and loneliness and healthy relationships.

J Sinson (Research prize fund)

This fund represents an original donation of £10,000 in memory of Dr Janice Sinson, which is to be used for prizes in ongoing research competitions.

KidsTime Southwark

Funded by the National Lottery Community Fund and delivered in partnership with Our Time, who have developed the KidsTime workshops over many years, alongside London Borough of Southwark. The workshops provided support for both children and parents affected by parental mental health problems bringing whole families together to promote wellbeing and resilience. The Foundation successfully adapted the workshops for online delivery during the pandemic. The project came to an end in November 2022.

Learning Partner

Mental Health Foundation partnered with Single Parents Wellbeing CIC in their Wellbeing Workshops project funded by the National Lottery Community Fund. The main aims of the project are to reduce loneliness and isolation and improve mental wellbeing for single parents by giving them the skills and tools to improve their lives. MHF have been part of the Steering Group, providing support and expertise to the project and also conducting the evaluation. The project came to an end in June 2023.

Mind Our Future - Single Parents

The Mental Health Foundation is part of a partnership led by Single Parents Wellbeing who secured funding from the National Lottery Community Fund through their Mind Our Future programme in Wales. A Mental Health Manifesto 'Action for Our Future' is a project working with young people aged 10 to 24 in single parent households who have an interest in increasing resilience and improving mental health services. This will empower a mentally healthy future generation to feel confident in taking opportunities and actions to move forward and make positive changes in their lives, influence their communities and wider policy development in Wales.

My Life My Future

In 2020, Feeling Our Way was developed in Nottingham City in response to the unique and heightened challenges faced by care leavers, particularly social isolation and rapidly deteriorating mental health, as a result of COVID-19 lockdown restrictions. The project, in partnership with Nottingham City Council, provided to-the-doorstep Wellbeing Kits (practical tools such as mindfulness colouring, skipping ropes, self-care items); Digital access (mobile phones, free data, minutes, texts) and Digital Packs (psychoeducation, signposting, interactive resources such as films and quizzes) to promote good mental health and encouraging help-seeking.

New Scots Edinburgh Partnership

Supported with funding from the Asylum, Migration and Integration Fund (European Union) matched with support from the Scottish Government, this project is working with unaccompanied young refugees living in Edinburgh. Working with lead partner City of Edinburgh Council and the NHS Lothian CAMHS and Cyrenians we are delivering a peer mentoring activity to support the mental health and wellbeing of this group of young people.

Peer Education Project (PEP)

This project continues to increase engagements with schools, training thousands of Year 12 students as peer educators and reaching over 50,000 Year 7 students giving them the skills and knowledge to safeguard their mental health, know where to seek help, and be better able to support the mental health of their friends.

Peer Group Mentoring in Angus

Mental Health Foundation has partnered with Aberlour Children's Charity to provide early intervention work with families and children in Angus. MHF will deliver facilitation of training and coaching-style support based on the content of the StressLESS resource. Support focused on mental health and wellbeing in the context of peer group mentoring will be provided for Aberlour staff, primary school teaching and support staff, volunteers, and parents.

Picture This

Picture This was a new digital creative programme designed to support people in later life who are experiencing digital exclusion and social isolation. As a response to the pandemic, the Mental Health Foundation partnered with Lloyds to deliver the project with people in later life housing. As well as letting participants explore their creativity and develop peer support relationships during the course, the project gave them digital skills to create better connections online with their family and friends. The project came to an end in June 2022.

Refugee Communications Project

Supported with funding facilitated through the Blue Thread Foundation a grant to: develop a refugee mental health

communication hub; develop and adapt refugee mental health resources; and support refugee led dissemination and media. Includes working with a lived experience panel to build resources on mental health and wellbeing to individuals and communities from refugee backgrounds in Scotland.

Refugee Health Policy Action Group

Supported with funds from the Scottish Government's "Promoting Equality and Cohesion Fund", the project is working to develop local responses to refugee health support in local authorities across Scotland. This includes training volunteers from refugee backgrounds on mental health, policy development and delivering work in local authority areas.

Restricted Legacies – Research

The balance relates to several legacies that the Foundation was instructed to use to further research into mental health. The balance has been invested in research projects led by the Foundation in collaboration with partners including the University of Cambridge in England and Strathclyde University in Scotland.

Restricted Legacies - Helen Oliver

The funds from the Helen Oliver legacy received in 2016-17 are being used to evaluate ways to promote the mental health of children and young people whose parents are at risk of mental health problems. The total value of the legacy was £153,812, which has been used for the Kids Time and Young Mums Connect evaluation.

Scottish Government Mental Health Ref Group

In 2022-23, the Mental Health Foundation also established the Diverse Experiences Advisory Panel (DEAP), in partnership with the Health and Social Care Alliance Scotland. The first meeting was held in May 2022. DEAP brings together people from a variety of communities and backgrounds to share their perspectives. By drawing on their own lived experiences panel members help to inform Scottish Government policy, so that it can better support mental health and well-being for people and communities across Scotland.

Scottish Mental Health Res Network

The NHS Research Scotland (NRS) Mental Health Network is funded by the Scottish Government through the Chief Scientist Office (CSO) with the main objective of improving the quality and quantity of research and promoting excellence in mental health clinical research in Scotland. Within the Scotland Research Team, our Citizenship and Participation Officer spends one day a week with the Network to support the engagement between the research community, the NHS, patients, and people with lived experiences of mental health care and treatment.

Scottish Mental Health Arts and Film Festival (SMHAFF)

The 16th Scottish Mental Health Arts Festival (SMHAF) took place from 4-24 May 2022. It featured around 180 events taking place across Scotland and online, exploring the theme of 'Gather'. It reached estimated audiences of over 12,500 people. Led by the Mental Health Foundation, the annual festival aims to support the arts, explore how engagement in the arts can help to prevent mental health problems, and challenge preconceived ideas about mental health. SMHAF 2022 was supported by national partners Creative Scotland, Thrive Edinburgh, Edinburgh Health & Social Care Partnership, Baring Foundation, See Me Scotland, NHS Greater Glasgow & Clyde, media partner The List, and design partner Ilka.

Scottish Mental Illness Study (see Me)

The Scottish Mental Illness Stigma Study was a programme of research managed by the Mental Health Foundation, commissioned by See Me, and delivered in partnership with Glasgow Caledonian University and the Lines Between. The aim of this study was to identify the nature and impact of stigma and discrimination faced by people who reported living with severe, complex and/or enduring mental illness in Scotland. The research findings – based on 346 survey respondents and 70 people who engaged in qualitative research – were launched in September 2022. The findings have had significant impact at national level, gaining interest across Scotland and from the Scottish Government. The findings have been presented at conferences, won an NRS poster award competition and will feature as part of the European Conference on Mental Health in Slovenia in September 2023, where the MHF See Me team will chair a session on stigma. The traction that the findings have achieved demonstrates that stigma around more complex and less understood mental health conditions in Scotland are pervasive in society, despite increased awareness of mild to moderate mental health problems. This work continues to inform the work of the See Me programme, MHF research and learning team and is influencing policy and strategy at national level in Scotland. It has started discussions about complex mental health illness that are challenging for the public, services and systems and demonstrates that people who reporting living with severe and enduring mental illness enjoy fewer rights than others in society. Another result of this work is international collaboration with anti-stigma programmes in Australia and Canada which has the potential to yield joint international peer reviewed publications and interventions.

Targeted 22-23 EDI Programme

Supporting groups and organisations working at a grassroots level to access a small grants programme delivered through Creative Scotland to use the arts and creative activity to promote positive mental health and wellbeing in their community.

Thriving Learners

Thriving Learners is a pioneering study of student mental health in tertiary educational institutes across Scotland. Working with partners, Universities Scotland, Colleges Scotland and with funding from the Robertson Trust, the study will be undertaken over two years. With the knowledge and insight gathered, we will provide recommendations for best practice in prevention, early intervention and support of students' emotional wellbeing in Scotland's universities and colleges.

Transport and Public Mental Health

The Transport and Public Mental Health project is supported with funding from Motability. The purpose of this project is the facilitation of a user research project which explores the impact transport has on public mental health through the lens of three different groups: people with existing psychiatric diagnoses, people living with dementia and new mothers.

Triumph

Transdisciplinary Research for the Improvement of Youth Mental Public Health (TRIUMPH) Network brings together young people, health practitioners, policymakers and those working with voluntary organisations including the Foundation, with academics from across clinical, social sciences, arts and humanities, design, and computer sciences disciplines.

U OK?

Psychoeducation and peer-to-peer based project to support young people aged 16+ with the transition out of statutory education and

onto independent living, work, and higher education. Now in its second year, the project has been funded by TUUT Charitable Trust, Garfield Weston Foundation, FASTn, Association of Colleges London and South East Colleges.

Visibility & Voices

The Visibility & Voices programme is supported with funding from Glasgow City Council's "Glasgow Communities Fund". The purpose of this programme is to engage people from refugee and asylum-seeking backgrounds in civic life across the city. Centring lived experience it is working to benefit the health and wellbeing of refugees and asylum seekers through increased and focused civic participation.

Voices of Experience (VOX)

VOX Scotland is Scotland's national mental health service user collective that represents its members' views to Scotland's politicians and health professionals to make sure Scotland's laws and mental health services reflect service user needs and interests. VOX is Scotland's only national mental health advocacy organisation run by service users for service users. VOX is an independent organisation that has a service and support agreement with the Mental Health Foundation for its running and delivery.

Youth Mental Health Task Sharing

This project is a test-and-learn task-sharing approach to redirecting specialist mental health supports from NHS Tayside to community-based organisations for children (aged 5-11). Schools across three locality areas in Dundee work in partnership with MHF and third-sector organisations to identify and support parents/carers whose child may have or be considered for a neurodevelopmental referral to CAMHS. Support strategies were identified by responding to CAMHS data and Additional Support Needs Census (Education) data. Specialist training, peer group mentoring opportunities for staff and parents, and co-design with community partners and families are at the heart of the project which will be supported by Dundee City Neighbourhood Services.

15. DESIGNATED FUNDS

	At 1 April 2022	New designation Utilised/ released		At 31 March 2023
	£'000	£'000	£'000	£'000
Group and charity	£'000			£'000
Stephen Schick legacy	1,500	—	(1,500)	—
COVID Response Programme	2,000	—	(1,000)	1,000
Foundation Offices Property Fund	6,674	452	(850)	6,276
	10,174	452	(3,350)	7,276

	At 1 April 2021	New designation Utilised/ released		At 31 March 2022
	£'000	£'000	£'000	£'000
Group and charity	£'000			£'000
Stephen Schick legacy	2,000	—	(500)	1,500
COVID Response Programme	2,000	—	—	2,000
Foundation Offices Property Fund	6,500	174	—	6,674
	10,500	174	(500)	10,174

16. PERMANENT ENDOWMENT FUNDS

	At 1 April 2022	Additions	At 31 March 2023
	£'000	£'000	£'000
Group and charity			
Wilke Fund	12	—	12
Lander Fund	33	—	33
	45	—	45

	At 1 April 2021	Additions	At 31 March 2022
	£'000	£'000	£'000
Group and charity			
Wilke Fund	12	—	12
Lander Fund	33	—	33
	45	—	45

The above funds represent permanent endowment which must be retained indefinitely and held as capital. Both funds are constituted under separate trust deeds. Under the deed of trust relating to the Wilke Fund, all income arising from the capital sum may be used for the general purposes of the charity and it is credited, therefore, to general funds on receipt. Under the terms of the deed governing the Lander Fund, 25% of the income generated by the fund each year must be added to the capital sum and be retained as part of the permanent endowment. The remaining 75% of the income may be credited to general funds on receipt and used for the general purposes of the charity.

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Group	Unrestricted	Restricted	Designated	Permanent endowment	2023
	funds	funds	funds	funds	Total funds
	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	60	-	6,126	-	6,186
Investments	6,084	-	-	45	6,129
Net current assets	526	865	1,150	-	2,541
	6,670	865	7,276	45	14,856

Charity	Unrestricted	Restricted	Designated	Permanent endowment	2023
	funds	funds	funds	funds	Total funds
	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	56	-	6,126	-	6,182
Investments	6,084	-	-	45	6,129
Net current assets	510	865	1,150	-	2,525
	6,650	865	7,276	45	14,836

Group	Unrestricted	Restricted	Designated	Permanent endowment	2022
	funds	funds	funds	funds	Total funds
	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	26	-	6024	-	6,050
Investments	8,751	-	-	45	8,796
Net current assets	(1,856)	1,771	4,150	-	4,065
	6,921	1,771	10,174	45	18,911

Charity	Unrestricted	Restricted	Designated	Permanent endowment	2022
	funds	funds	funds	funds	Total funds
	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	24	-	6024	-	6,048
Investments	8,751	-	-	45	8,796
Net current assets	(1,966)	1,771	4,150	-	3,955
	6,809	1,771	10,174	45	18,799

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS (continued)

The total unrealised gains as at 31 March 2023 constitutes movements on fair value and are as follows:

	2023	2022
	£'000s	£'000s
Unrealised gains included above:		
On investments	430	796
Total unrealised investment gains at 31 March 2023	<u>430</u>	<u>796</u>
Reconciliation of movements in unrealised gains:		
Unrealised gains at 1 April 2022	796	208
Net (losses) gains arising on fair value movement arising in the year	(366)	588
Total unrealised gains at 31 March 2023	<u>430</u>	<u>796</u>

18. OPERATING LEASE COMMITMENTS

At 31 March 2023 the charity had the following total minimum lease payments under non-cancellable operating leases:

	Land and buildings		Other	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Operating leases which expire:				
- Within one year	87	89	-	-
- After one but within two years	51	87	-	-
- After two but within five years	-	51	-	-
	138	227	-	1

19. RELATED PARTIES

During the year ended 31 March 2023, the group had no related party transactions (2022: none).

20. ULTIMATE PARENT UNDERTAKING AND CONTROLLING PARTY

The immediate parent undertaking is The Mental Health Foundation. The ultimate parent undertaking and controlling party is The Mental Health Foundation, a company incorporated in England and Wales.

The Mental Health Foundation is the parent undertaking of the largest and smallest group of undertakings to consolidate these financial statements at 31 March 2023.

The consolidated financial statements of The Mental Health Foundation are available from Unit 2, 197 Long Lane, SE1 4PD.

21. COMPARATIVE GROUP AND CHARITY STATEMENT OF FINANCIAL ACTIVITIES

Group	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2022 Total funds £'000
Income from:						
Donations		3,883	358	—	—	4,241
Legacies		1,867	—	—	—	1,867
Fundraising events		670	—	—	—	670
Investments		1	—	—	—	1
Charitable activities						
- Statutory grants receivable	1	9	1,404	—	—	1,413
- Other grants	1	5	1,406	—	—	1,411
- Charitable trading activities	2	998	83	—	—	1,081
Total income		7,433	3,251	—	—	10,684
Expenditure on:						
Raising funds		1,619	—	—	—	1,619
Charitable activities	3					
- Mental Health Programmes		1,797	2,758	—	—	4,555
- FPLD		—	—	—	—	—
- Information, education, dissemination and advisory services programme		4,117	566	—	—	4,683
Total expenditure		7,533	3,324	—	—	10,857
Operating (expenditure) for the year before transfers		(100)	(73)	—	—	(173)
Unrealised gains on investment		588	—	—	—	588
Net income (expenditure) for the year before transfers		488	(73)	—	—	415
Transfers between funds		(58)	384	(326)	—	—
Net movement in funds		430	311	(326)	—	415
Reconciliation of funds:						
Funds brought forward at 1 April 2021		6,491	1,460	10,500	45	18,496
Funds carried forward at 31 March 2022		6,921	1,771	10,174	45	18,911

Charity	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2022 Total funds £'000
Income from:						
Donations		3,883	358	—	—	4,241
Legacies		1,867	—	—	—	1,867
Fundraising events		670	—	—	—	670
Investments		1	—	—	—	1
Charitable activities						
- Statutory grants receivable	1	9	1,404	—	—	1,413
- Other grants	1	5	1,406	—	—	1,411
- Charitable trading activities	2	108	83	—	—	191
Total income		6,543	3,251	—	—	9,794
Expenditure on:						
Raising funds		1,619	—	—	—	1,619
Charitable activities	3			—	—	
- Mental Health Programmes		1,797	2,758	—	—	4,555
- FPLD		—	—	—	—	—
- Information, education, dissemination and advisory services programme		3,163	566	—	—	3,729
Total expenditure		6,579	3,324	—	—	9,903
Operating (expenditure) for the year before transfers		(36)	(73)	—	—	(109)
Unrealised gains on investment		588	—	—	—	588
Net income (expenditure) for the year before transfers		552	(73)	—	—	479
Transfers between funds		(58)	384	(326)	—	—
Net movement in funds		494	311	(326)	—	479
Reconciliation of funds:						
Funds brought forward at 1 April 2021		6,315	1,460	10,500	45	18,320
Funds carried forward at 31 March 2022		6,809	1,771	10,174	45	18,799

THE MENTAL HEALTH FOUNDATION

England & Wales - Charity number 801130

Accounts

ANNUAL ACCOUNTS

2021-22



Mental Health
Foundation





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Administration



Patron

HRH Princess Alexandra
The Hon Lady Ogilvy KG GCVO

Trustees

Aisha Sheikh-Anene (Chair)
Sonia Nerys Edmonds (appointed 26th May 2022)
Saash Blaylocke (appointed 26th May 2022)
Huma Maryam Malik (appointed 26th May 2022)
Laura Alice Earnshaw (appointed 26th May 2022)
Richard Scothorne
Gavin Davidson
Rosie Tressler OBE
Jonny Jacobs
Chris Martin
Steve Workman
Siobhan Sheridan (resigned 29th September 2021)
Ann John (resigned 29th September 2021)
Jenny Paton (resigned 1st October 2022)
Narayanan Vaidyanathan
Karla Portilla

Secretary

Adrian Lance

President

Professor Jacqui Dyer OBE

Senior Management Team

Mark Rowland, Chief Executive
Anna Kingsley-Nyinah, Director of HR and Wellbeing
Antonis Kousoulis, Director for England & Wales
Lee Knifton, Director for Scotland & Northern Ireland
Sarah Tite, Director of Fundraising & Communication (left 21st June 2022)
Alexa Charnley, Director of Fundraising and Communications (joined 12th September 2022)
Adrian Lance, Director of Finance & Resources

Registered and principal office

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Website

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Twitter

@mentalhealth

Facebook

facebook.com/mentalhealthfoundation

Company registration number

02350846 (England and Wales)

Charity registration numbers

England and Wales: 801130
Scotland: SC 039714

Auditor

Buzzacott LLP
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EC2V 6DL

Bankers

Coutts & Co
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WC2R 0QS

Investment managers

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London
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Solicitors

Bates Wells Braithwaite London LLP
10 Queen Street Place
London
EC4R 1BE

Introduction



BY AISHA SHEIKH-ANENE, **Chair of Trustees**
& MARK ROWLAND, **Chief Executive**

I am so proud of the vital work you have helped us to deliver in 2021.

While through much of 2021, we all had to deal with more pandemic lockdowns, our work and focus on prevention in mental health was needed more than ever.

Despite these restrictions, we continued to commission new research, develop new community programmes and made sure that mental health remained a UK-wide priority through our policy and public awareness work.

We continued our ongoing Coronavirus: Mental Health in the Pandemic study, which made sure that mental health was a key consideration in the public health response to the pandemic.

Our subsidiary, Mental Health at Work has continued to expand its work and reach with a range of employers across the UK and internationally.

Together with the London School of Economics and Political Science, we also carried out 'The Economic Case for the Prevention of Mental Health Conditions in the UK' study. This estimated the cost of poor mental health for the UK and gave the latest evidence of what works to prevent poor mental health. In Scotland, 15,000 students from nineteen universities participated in

our Thriving Learners project, with data now being used to develop university education provision.

In the community, we worked with key groups at risk of poor mental health to launch our Covid Response Programme with eight separate partners across the UK. We invested in programmes like Living Well in Scotland, which gives emotional support to those living with long-term physical conditions, and in Wales, working alongside the Betsi Cadwaladr Health Board, we trialled ways of supporting the mental health of people affected by long Covid. In England, our Young Mums Connect work continues to support the mental health of young mothers and their families.

We had promising results from the first year of our highly acclaimed trial, Becoming a Man programme, which showed 75% of the young people involved had increased empathy and 59 % reported improved relationships.

Our wonderful supporters gave over £1.68m through Facebook last year, and £215k from our tireless and inspiring London Marathon runners, who were determined to run, despite the disruptions of Covid. We were also delighted to continue our successful partnerships with Neom, SimplyHealth, Lloyds, Knight Frank, Zizzi and raised a fantastic £300k with Yogscast Jingle Jam.

Lastly but certainly not least, we ran an online version of our annual mental health arts festival and the 21st Mental Health Awareness Week 2021, with the theme of Nature. The week reached millions across the UK, which kicked off a vital public discussion about nature's positive effects on our mental health. We saw strong political engagement, including a parliamentary event and a meeting with the Secretary of State for Health.

We continue to work to be an anti-racist organisation, becoming more diverse in the staff we attract and inclusive in our messaging and research approaches.

With the establishment of our presence in Northern Ireland, we are excited to now make the Foundation a truly UK-wide organisation.

Thank you for standing with us and for all your support.

A handwritten signature in black ink, appearing to read 'Aisha Sheikh-Anene'.

AISHA SHEIKH-ANENE
Chair of Trustees

A handwritten signature in black ink, appearing to read 'Mark Rowland'.

MARK ROWLAND
Chief Executive

Who we are



Our vision

Our vision is good mental health for all.

Our mission

We work to prevent mental health problems, helping people to understand, protect and sustain their mental health.

We drive change towards a mentally healthy society for all, and support communities, families and individuals to live mentally healthier lives, with a focus on those at greatest risk.

We are also the home of Mental Health Awareness Week.

The practical things we do



1. Tell the world - why prevention is the foundation for effectively addressing the ongoing mental health crisis.



2. Find solutions - innovate universal and targeted evidence-based community programmes for large numbers of people. Generate and share evidence of practical solutions that prevent mental health problems entrenched in the lived experience.



3. Inform and empower - enable mentally healthier lives through public information and engagement.



4. Change policy and practice - build partnerships and champion prevention in policies. Influence the societal changes that are adopted by Government and organisations.

Trustees' report

(including director's report and strategic report)



The trustees (who are also the directors of the charitable company for the purposes of company law) present their statutory report together with the consolidated financial statements of the Mental Health Foundation (the Foundation) and its subsidiary (Mental Health at Work) for the year ended 31 March 2021.

The report has been prepared in accordance with Part VIII of the Charities Act 2011 and constitutes a directors' report for the purpose of company legislation.

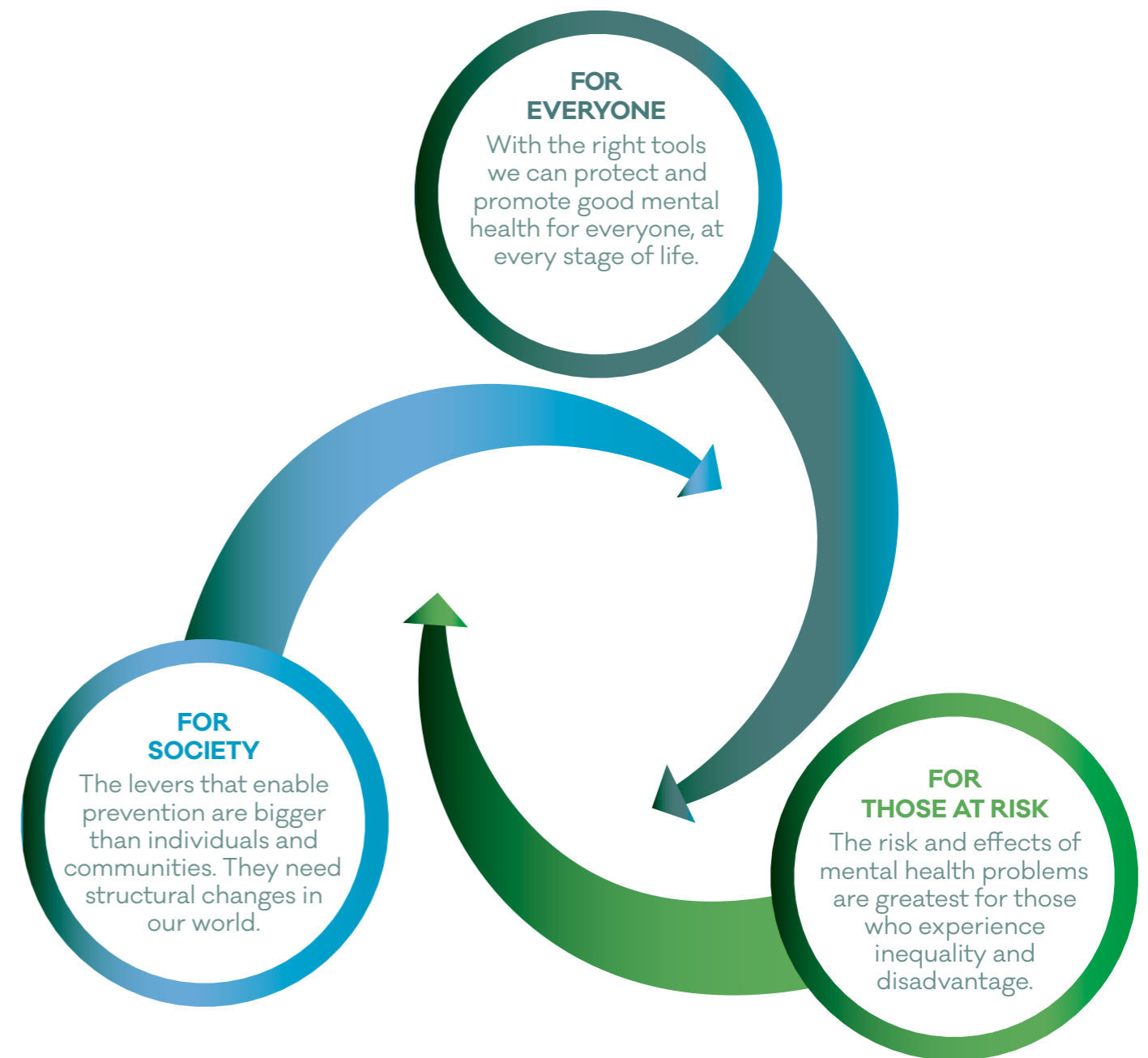
The financial statements have been prepared in accordance with the accounting policies set out on pages 46 - 49 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102).

The trustees confirm that they have had due regard to Charity Commission's guidance on public benefit.



Our prevention approach

Our strategy commits us to the development of practical prevention solutions – informed by the best evidence available. We’re placing this search for solutions in three key frames:



Tell the world

Prevention is fundamental to effectively dealing with the ongoing mental health crisis

Objectives & achievements

We continued leading on our UK-wide **Coronavirus: Mental Health in the Pandemic** study with the University of Cambridge, De Montfort University, Swansea University, University of Strathclyde, and Queen's University Belfast. The study has led to considerable research and policy impact.

We launched our **Personal Experience Network (OPEN)**. OPEN members have been engaged 25 times in the work of five departments and in cross-organisational strategic work. This included hypothesis generation through to project evaluation and media/parliamentary work. OPEN's involvement continues to enhance our work by deepening our insights and engaging new audiences.

With funding from Jingle Jam, we used a creative research approach to gain a better understanding of how **gaming relates to mental health**, through the words and experiences of players themselves. Based on our findings, we co-produced suggestions for the industry to support the mental wellbeing of players and reflective resources for players themselves. We explored new ways of sharing our outputs, with our YouTube film gaining over 55,000 views.

Our 2021 Mental Health Awareness Week **Policy Briefing on Nature and Mental Health** was included in The Nature Connection Handbook as an exemplary case study. The handbook was funded by Natural England, the government's main advisory body on England's natural environment.

The Scottish Mental Illness Stigma Study (SMISS) in partnership with **See Me** was completed in March 2022. The study provided unprecedented insight into the effects of stigma on people living with mental illness, and recommended actions to tackle stigma.

More than 15,000 students from all 19 Scottish universities participated in our **Thriving Learners** Higher Education Student Mental Health and Wellbeing study. The findings were published in November 2021 and have already begun to inform positive changes in the sector.

Plans for the coming year

We will continue to communicate our findings from the **Mental Health in the Pandemic study** with stakeholders, researchers and the public, and explore what our evidence means for the nation's mental health in the future.

We will conduct new research on **loneliness and mental health**, focused on the core finding that many experiences of loneliness are not recognised.

Continuing **SMISS**, a national qualitative study will be completed and will help us to understand stigma in more depth and to inform how we tackle this from the perspectives of people living with mental illness.

We will continue the **Thriving Learners** study with a focus on further education colleges.

Following the publication of '**The economic case for investing in the prevention of mental health conditions in the UK**', we will complete a follow-up study that will explore the best methods for evaluating the cost-effectiveness of preventative mental health interventions for asylum-seekers and refugees, and for young people at higher risk.

Objectives & achievements

We published '**The economic case for investing in the prevention of mental health conditions in the UK**', in partnership with the London School of Economics, which found that mental health problems cost the UK economy £118 billion per year. This report has been shared widely among decision-makers in the four nations to inform public mental health policy.

We developed a research proposal in partnership with the Poverty Alliance, the University of West of Scotland, and the University of Strathclyde to address gaps in knowledge about the relationship between **poverty stigma** and mental health using a new measurement tool that can be quickly applied in real-world settings.

In June 2021, three years into our seven-year partnership with **Barnardo's**, we published our baseline evaluation for its Core Priority Programme in Northern England, Scotland and Northern Ireland. This research provided valuable insight into child and youth mental health and is helping to shape the future of the programme.

Plans for the coming year

We will complete and publish our collaborative research on **poverty stigma** and shame, and ensure these findings influence local and national policy.

In the next stage of our work with **Barnardo's** we will publish a methodology paper in the 'Evaluation' journal, focusing on a Theory of Change approach to understanding systems change.

This will include a peer research strand to increase our insight into young people's views on systems change for child and youth mental health.

Find solutions

Innovate universal and targeted evidence-based community and peer programmes

Objectives & achievements

We increased our peer-delivered Further and Higher Education transition programme, "UOK?" into seven universities and twelve **Further Education (FE) colleges across England** including Birmingham, Manchester, Bolton, and Durham. This led to the development of a new strand of work by, and for, FE students through our partnership with the **Association of Colleges**, developing an innovative peer wellbeing role in three FE colleges in London and the Southeast.

We continued to successfully deliver our **Becoming A Man (BAM)** programme in three London Borough of Lambeth schools. Interim evaluation results after the first year showed **75%** of young people had an increased empathy score, **59%** showed improved relationships with adults, and **55%** reported improved academic motivation.

We created a new partnership with the **City of Sanctuary** to empower their wellbeing work with refugees and asylum seekers.

Alongside **Betsi Cadwaladr Health Board** and the **Bevan Commission**, we have been trialling ways of running peer support for people experiencing **Long Covid**.

We worked with a large **police** force in **South Wales** to help it understand the effect it is having on the mental health of the people it serves.

As part of the **Covid Response Programme, in partnership with The ALLIANCE**, we launched the **Living Well: Emotional Support Matters** programmes with eight delivery partner organisations to provide mental health support to people living with long-term health conditions across Scotland.

During summer 2021, we trained 72 staff from community organisations across Edinburgh with the **StressLess resource**. They supported **2,400 disadvantaged young people** with self-management tools and strategies using the StressLess resource. It was embedded in a range of summer programmes featuring over 50 different activities including sports and the arts.

Plans for the coming year

We will continue running our **Peer Education Project** in secondary schools and continue developing digital delivery.

As part of the innovative '**Young Black Men and Mental Health**' initiative, we will expand **BAM** to three schools in the London Borough of Islington.

We will launch a new '**People Seeking Sanctuary**' Research Consortium with **Cardiff Metropolitan University** to support students who are refugees.

We will commission an external evaluation of the **UK Covid Response Programme** focusing on implementation and quality.

We will **launch new work** that continues to make community mental health support available for **single parents and their families** across **Wales**.

In addition to the **Living Well** programme, we are joining six organisations working with **Black and minority ethnic groups** together with lone parents in **Scotland**.

In **Northern Ireland** we will develop a programme with community health centres to support people living with **long term health conditions**.

Objectives & achievements

We worked in partnership with **Edinburgh City Council, East Lothian CAMHS (Meadows), and Cyrenians** to co-produce a training programme on cultural humility and trauma-informed care to support a new programme for unaccompanied **young asylum seekers and refugees**. The group took part in a **Photovoice** project to share their views of connection, community and identity.

We worked closely with Parents Councils and **identified 'buddies' who were paired up with refugee and asylum-seeking communities**. We exceeded our target to include seven people from refugee and asylum-seeking backgrounds in different Parents Councils across Glasgow.

Further work with refugee and asylum-seeking communities included creating learning resources about mental wellbeing and a poster exhibition called '**This is What Hope Looks Like...**'. This exhibition highlights what gave people from asylum-seeking communities a sense of hope when they first arrived in Scotland.

We also supported **17 people** through an accredited 40-week course on community development.

Plans for the coming year

Further staff training informed by the **Photovoice** project with **young unaccompanied asylum seekers and refugees**. This will take place in the summer of 2022 for Edinburgh City Council, East Lothian CAMHS (Meadows) and Cyrenians.

Our work with refugee and asylum-seeking communities will continue as we support people to be more visible and active in their new neighbourhoods.

We will make sure that mental health information and support is tailored to be relevant and appropriate for communities.

Inform and empower

Enable mentally healthier lives through public information and engagement

Objectives & achievements

We maintained a **COVID Resource Hub** for over two years that gave advice to the public on how to look after their mental health during the various stages of the pandemic. **Over 3 million** visitors visited our pages.

Working with **Nottingham University** and Oscar-winning **Aardman Animations**, we co-produced a series of animated shorts to increase students' mental health literacy. They are hosted by the Foundation at whatsupwitheveryone.com

We ran a seminar series in **Oxford** exploring issues not typically associated with public mental health but critical to ensuring a prevention approach maximises its potential. Topics this year included: **racism as a public mental health concern** and **public mental health approaches to psychosis**.

We contributed content and research to a regular feature in **Psychologies magazine** aimed at improving the understanding of a range of mental health concerns - including self-help.

We co-produced an online mental health training resource with **Looseheadz** for the sporting world.

We hosted **VOX** and substantially increased its core funding and the national team from three to five staff. **VOX** has been key in influencing change on a number of national developments in **Scotland**, including the mental health law review, creating national standards within adult secondary mental health services. Its members have had a voice in a number of areas such as the National Care Service and the effects of COVID.

We successfully launched a digital **Professional Learning Resource**, freely available to all school staff across Scotland. This resource was developed with Digital Bricks, Children's Health Scotland and the Scottish Government. It provides both knowledge and practical advice for all school staff on how to promote a whole school approach to mental health and wellbeing.

Plans for the coming year

We will continue running seminars on neglected public mental health topics alongside strong partnerships.

We will update and redesign our core **'How to look after your mental health'** advice based on our own research.

We will run the **Green Ribbon Arts Festival** in Newport, Wales, focusing on showcasing arts-based innovations about working with those with trauma.

VOX will work with the **Scottish Recovery Network** to develop engagement with people who have a diagnosis of personality disorder to capture what is needed to improve lives and drive positive change across Scotland.



Change policy and practice

Build alliances and champion prevention in policies and changes to society that are adopted by the Government and organisations

Objectives & achievements

Following years of lobbying and influencing, the Government is now in the process of developing a new **10-year cross-government Mental Health and Wellbeing Plan**. We worked closely with the Department of Health and Social Care (DHSC) to advise on the contents of the discussion paper for the plan.

We worked extensively with parliamentarians and policy makers to bring about changes to the **Health and Care Bill** that will help to secure good mental health for all. We took a leading role in coordinating the mental health sector and members of the House of Lords to secure a government amendment that puts 'knowledge and experience' of mental illness, including its prevention, on Integrated Care Boards.

We have worked closely with the Government to influence the national public health arrangements in England following the abolition of Public Health England. This resulted in important structural changes that retain public mental health functions within a distinct Office of Health Improvement and Disparities within the **Department of Health and Social Care**.

In April, the UK Parliament's **Women and Equalities Committee** published the final report of its inquiry into body image, which drew extensively on our written and oral evidence.

In Wales, we gave oral evidence to the **Senedd's Health & Social Care Committee's** inquiry into mental health inequalities.

Our influencing work led to changes to the way the Welsh mental health strategy, **Together for Mental Health**, will be evaluated. It will now specifically include a clear assessment of outcomes for those experiencing inequalities.

As chair of Scotland's Mental Health Partnership (a collective of 17 mental health charities and professional bodies in Scotland) we helped lead the publication of the '**Promote, Prevent, Provide**' manifesto for the Scottish Parliamentary elections and met the Minister for Mental Wellbeing & Social Care twice.

Plans for the coming year

We will continue to influence legislation and plans for better mental health, including key areas across national and local government, including body image, online harm and the structure of **Integrated Care Boards**.

We will remain an **influential independent voice** for public mental health during the country's transition to a new Prime Minister and beyond.

We will continue to Chair **Scotland's Mental Health Partnership** to collectively influence policy. The Partnership will produce a submission to the review of Scotland's Mental Health Strategy 2017-2027.

We will run a **Scottish Councils Election** campaign to put mental health prevention on the agenda at local level.

We will lead the **Diverse Experiences Advisory Panel (DEAP)** in Scotland and support it to advise on Scotland's mental health policy.

Objectives & achievements

.Our **#WellbeingSociety** campaign for the Scottish Parliamentary elections successfully influenced the manifestos of all five main Scottish political parties. This was followed by our work influencing the new Programme for Government which resulted in an additional investment of £21 million in a Community Mental Health and Wellbeing Fund.

Our submission to **Northern Ireland's 10-year Mental Health Strategy** consultation was supported by the NI Mental Health Champion. The published strategy included our recommendations, together with a commitment to a **Prevention & Early Intervention Action Plan** and cross-departmental action to address the social determinants of mental health.

We secured funding from the Scottish Government to develop and deliver a **Diverse Experiences Advisory Panel (DEAP)** comprising citizens from diverse backgrounds, who will shape Scottish policy.

We published a report and academic paper on the mental health effects of Universal Basic Income (**Universal Basic Income – Scotland | Mental Health Foundation**) and shared it with policymakers.

We have a leadership role in **Scotland's National Suicide Prevention Leadership Group (NSPLG)**, leading the oversight of the new pilot service for people bereaved by suicide.

During **COP26** in November 2021, we held a virtual community participation event on climate change and mental health. More than 70 attendees joined from across each of the four nations in the UK. Participants heard from leading national and international experts on the topics of climate change, a just transition and their implications for mental health.

Plans for the coming year

We will continue to advocate for mental health to be considered in Scottish plans for a **Minimum Income Guarantee**.

We will produce a report on the mental health effects of **Zero Hours Contracts** and share it with roundtable attendees and policymakers.

As part of the new **Scottish Mental Health Strategy**, we will advocate for the roll-out and mainstreaming of evidence-based support for all **families bereaved by suicide**.

We will publish the report on the Foundation's **COP26** community participation event and share it with policymakers.

Fundraising & communications



Our Approach to Fundraising

Supporters of the Mental Health Foundation are at the heart of who we are and what we achieve towards our vision of good mental health for all.

We are grateful not just for all the support given but also the trust that is being gifted to us with each donation we receive.

Every donation is helping to transform lives. We would like to extend our thanks to the following for their support.

Royal Patron

HRH Princess Alexandra The Hon Lady Ogilvy KG GCVO

Unrestricted donations from Trusts and Foundations (greater than £1,000)

Peacock Charitable Trust	£27,000
EC Sosnow Charitable Trust	£3,000
G M Morrison Charitable Trust	£3,000
Forest Hill Charitable Trust	£2,000
Scouloudi Foundation	£2,000
White Oak Charitable Trust	£2,000
Ronald Miller Foundation	£1,750

Legators

We are grateful to all the people who chose to support the Foundation with a gift in their Will.

We have listed below all the legacies where a cash amount or quantifiable notification of more than £10,000 was received during the year 2021/22.

George Stanley Wilkinson	£1,232,515
Florence Hicks	£105,000
David John Boulter	£100,000
Mary McKenzie Lund	£88,000
Jean Ann Rees	£71,762
Mrs E Sion and Mr S R Chalmers	£51,749
Stephen Schick	£51,254
Pamela Jung	£50,000
Brenda Marie Mollison	£30,000
John Franklin Usher	£23,750
Jane Powell	£21,642
Viranshu Vimal	£20,000

Public fundraising



Challenge events

2021 was a record-breaking year for the London Marathon, with a whopping **£215k** raised from our wonderful 56 runners.

Despite charities still feeling the effects of the COVID-19 pandemic in 2021, through to early 2022, overall, our income from challenge events was healthy, as we saw many supporters organising their own DIY events across the UK in support of the Foundation.

Face to face fundraising

A new face-to-face fundraising model was tested in September 2021, beginning with street fundraising in London. We then tested Private sites in Northern England, largely in shopping centers and train stations.

By March 2022 the campaign recruited 1,244 donors.

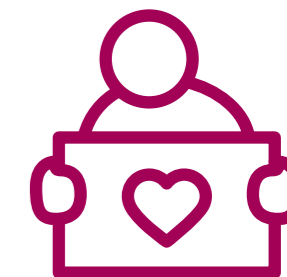
Welcome calling conducted by our partner agency 16O reflects positive feedback on the interactions with our fundraisers:

Digital

Whilst income raised via the Facebook platform has declined across the sector, in November 2021, we ran our first Facebook challenge event, '12,000 Steps a Day in November,' which was popular with our supporters and proved to be a successful model of fundraising with **£38k** raised in total.

"It's affected people close to me. It was clear that the fundraisers understood the issues around mental health...somebody is trying to do something."

New supporter, Julie



Corporate partnerships



The team continued to work with partners across all disciplines of corporate fundraising; from employee fundraising and events with **Knight Frank** as part of its Day of Giving, to direct project support from **Simplyhealth** and **Lloyd's**, to cause related promotions with **Neom Organics** and **Floward**, and customer and brand-based fundraising with **Zizzi**.

We were pleased to be involved in the world's biggest charity gaming event, **Jingle Jam**. This year the event raised almost **£300k** which we will use to develop a digital platform for our secondary school **Peer Education Project**. The platform will help more young people and teachers to use our evidence-based resources, supporting them to protect their mental health.

Because of the success of Jingle Jam, we were also able to increase our commitment to providing online courses aimed at professionals in the education and health sectors, sharing our expertise and building capacity within these professions.

We are grateful to all the UK companies who have supported us this year and look forward to continuing to make a difference to people's mental health with the support of our partners.

We would like to thank the following corporate partners, for their support, direct and in kind.

BMS	Knight Frank
Christian Dior Couture UK	Lloyd's
Floward UK	NEOM Ltd
Hearst UK	Simplyhealth
Hoxton Hotels	Zizzi Restaurants Ltd
Jingle Jam	

Affiliates



We have continued our partnerships with affiliate fundraising platforms such as **AmazonSmile** and **Paypal**.

AmazonSmile, through which supporters select the Foundation from a list of eligible charities and Amazon donates 0.5% of the price of eligible purchases, allows people to donate to the charity at no additional cost to themselves. In 2021/22, the Foundation raised **£42k** in income through this partnership.

Supporters also donated through the Paypal Giving Fund, and **£115k** income was raised through this method in 2021/22.



Simplyhealth

Working with the **Wildfowl and Wetlands Trust**, we secured funding of **£109k** from **Simplyhealth** to support lone parents and people with long-term health conditions from diverse backgrounds, through a wetland health programme.

'**Blue Prescribing**' promotes a range of mental and physical health benefits through facilitated wetland nature engagement at the London Wetland Centre. A co-designed self-management course is then delivered by the Mental Health Foundation.

The aim of the programme is to improve mental health by providing access to blue and green spaces whilst participating in a six week course. Working with peer group, participants will build on their learning week by week, building knowledge and resources which will help them manage their mental health.

Those taking part are encouraged to split their time between face to face nature based activities on site at the wetlands centre and online learning.



Mental Health at Work

Our subsidiary **Mental Health at Work CIC** has experienced an unprecedented demand from clients over the past 12 months. Over this period, we reached **7,677** employees, which represents an 11 per cent increase over the previous 12 months, working with 58 clients. Our work had increasingly become more globalised as several clients have requested an international rollout of our programmes. This has enabled greater understanding of stigma and readiness across different regions, cultures and workplace environments.

In addition to the **UK**, we delivered workshops in the **USA, Australia, Asia** and mainland **Europe**. Listening to the needs of our clients we developed and delivered an increasingly diverse range of workshops including **MHaW Mental Health Allies[®], Psychological Health and Safety, Burnout** and **Situational Anxiety**. We have supported organisations with a modular approach offering flexibility in terms of content. We were also able to offer our clients the choice of virtual or face-to-face delivery of our facilitated workshops. As a result, we are increasing the opportunity for people to connect at work and have natural conversations about mental health.

Ongoing relationships continued to strengthen with clients such as **WPP, Anglian Water, Mizuho, Nandos, Unicef and Central England Co-Operative**.

New clients to come on board over the past 12 months include **Starbucks, Philips, Catapult Sports, ICAS** and **Clyde & Co**.



Mental Health Awareness Week (MHAW) 2021



This was the 21st year we have run Mental Health Awareness Week. The week has grown over the last few years and is the event the charity is best known for among the public.

The week continues to be highly influential in setting the UK-wide narrative around mental health and is also fundamental to growing the understanding of prevention amongst the public and policy makers while driving policy. It has performed consistently-strongly for the last five years and is a moment each year where MHF is confident it will be able to raise our public profile for its interventions, fundraising, policy and programmatic activity and engage with an audience of millions of people.

Highlights

- The Foundation secured over 25% share of voice for MHAW which is up by 3.3% compared with 2020.
- There were 1,654 unique media mentions of the Mental Health Foundation during MHAW reaching an estimated 58.2m people (according to the Foundation's media monitoring Cision), a slight increase in mentions compared to 2020 (1,410 mentions and 181.4m reach).
- The Duke and Duchess of Cambridge engaged with MHAW by holding Mental Health Minute on Friday 14th May 2021. This activity significantly boosted coverage alongside a widely covered mid-week visit by the Duke and Duchess to Wolverhampton. The Royal Foundation also provided a graphic of the Duchess of Cambridge and a quote for the Foundation to use specifically on the Foundation's social channels.
- A very wide and eclectic range of celebrities and public figures engaged with the week. Some of the highlights included a Letter to Editors from Julie Walters, Gail Porter talking about mental health on C4's Steph's Packed Lunch and insights from Dr Radha.
- This year for the first time Wales secured extensive quality coverage across all media types during the week. ITV News Wales at 6pm interviewed Jenny Burns - Associate Director (Wales) live, whilst also featuring a pre-recorded interview with a case study of Ruth Knight from Standing Together Cymru as well as Natalie Sadler.
- For the first time ever both Foundation's hashtag #MentalHealthAwarenessWeek and #ConnectWithNature were trending in the UK on Twitter at #1 and #2 position on the first day of the Week.
- Secretary of State for Health, Matt Hancock, recorded a mental health video with CEO Mark Rowland. They discussed the scale of the mental health problem and the evidenced- based preventive solutions that could be actioned to tackle this growing concern.
- Prime Minister Boris Johnson referred to MHAW during his Coronavirus Press Conference to the nation at the very start of the week.



- Minister for Mental Health Nadine Dorries, Shadow Minister for Mental Health Rosena Allin-Khan and Liberal Democrat Spokesperson for Health and Social Care Munira Wilson MP were all speaking at the Foundation's virtual Westminster Parliamentary event.
- The Foundation's Programmes were heavily featured during MHAW this year. Standing Together Cymru attracted a lot of media attention including ITV Main News Wales
- Our joint project with WWT London Wetlands Centre to assist hundreds of people gain access to nature through Blue Prescriptions Programme was featured on the front page of The Guardian.
- Over 6,000 school packs were downloaded showing the importance that nature plays on children's mental health. Plus, The Week Junior put us on the front page (circulation of 240,000 targeted at young people).
- Over 1.1 million page views on the Foundation website, around 80% of which was from new visitors. Nature Top Tips received over 80,000 page views.
- Engagement on Facebook grew from 2020 to 2021, even though there was a decrease in followers.
- To date the Direct Mail Appeal has raised £10,838 and still counting, exceeding its income target of £9,000 already. The appeal focussed on the Nature Peer Education Programme for Schools and young children.





Scottish Mental Health Arts Festival (SMHAF) 2021



The fifteenth Scottish Mental Health Arts Festival (SMHAF) took place between 3 - 23 May 2021 and featured 180 online and outdoor events across Scotland. It reached audiences of approximately 10,500 people. Led by the Mental Health Foundation and supported by partner organisations from across Scotland, the annual festival aims to support the arts, explore how engagement in the arts can help prevent mental ill- health and challenge mental health stigma.

The theme for 2021 was 'Normality', chosen because of a widespread desire among our national network of artists, mental health activists, and community groups to question the value judgements associated with a word that has appeared frequently in the media in the wake of the COVID-19 crisis.

The programme set out to explore what 'normality' means to people experiencing mental ill- health, whether getting back to 'normal' is considered desirable after the pandemic, and how a new 'normality' might better support our mental health as a society. It was a theme that resonated strongly with artists, people with lived experience of mental ill- health, and audiences.

The festival was originally planned as a live events programme, complemented by online activity to enhance accessibility and reach. With the announcement of the second lockdown early in the year, it became clear that it would not be possible for many events to take place in person, even with the reduced audience numbers that had been anticipated.

Less than 40 out of 180 events were able to go ahead in person, and of these all were aimed at engaging small groups in creative activities, mainly in outdoor settings. Even so, the festival featured programmes from 12 regions across Scotland. The core programme, including the International Film Awards programme, Writing Awards, and a series of curated discussion events, all took place entirely online.

**SCOTTISH
MENTAL HEALTH
ARTS FESTIVAL**

Financial review

FINANCIAL RESULTS FOR THE YEAR ENDED 31 MARCH 2022



The Foundation's income and expenditure in 2022 was broadly balanced with a £0.4m surplus after the unrealised gains on investments (£0.6m).

Income - £10.7m (2021: £12.9m)

The total income decreased by 17% in 2022 principally due to the slowdown of digital fundraising which has grown exponentially in the last few years. The downturn of this income stream was expected as other charities' activities grew in this space and donor's focus shifted to different priorities (£2.4m in 2022 from £6.3m in 2021).

Nevertheless, as the chart below shows, all the other income sources have grown from last year, narrowing the gap generated in digital fundraising.

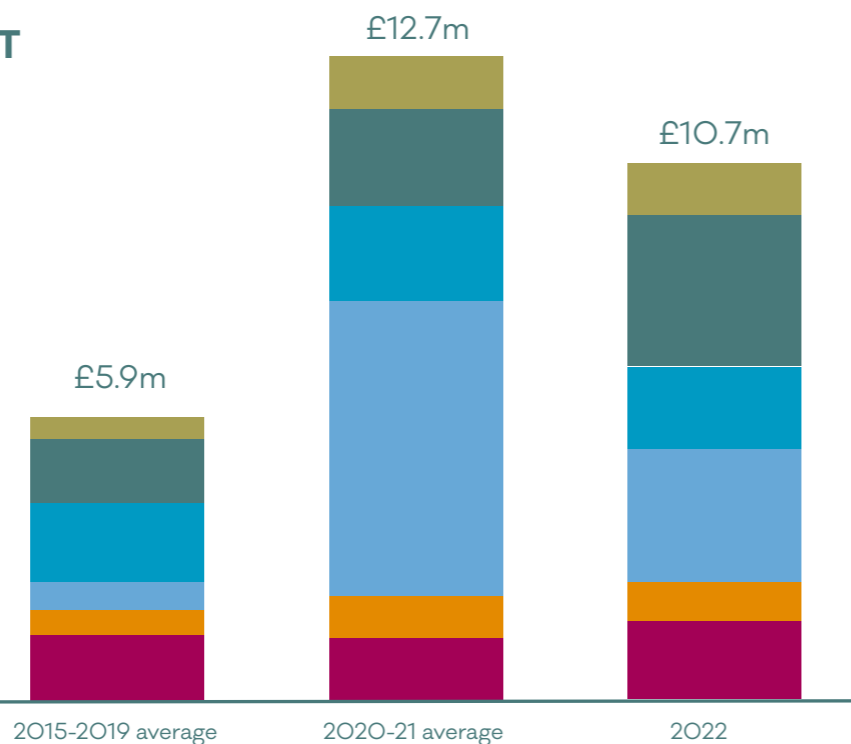
As COVID 19 restrictions lifted, income from events nearly doubled from £0.38m in 2021 to £0.67m this year and trading income also saw a 37% increase. Legacy income remained a steady income source, with an 8% increase from last year (£1.73m in 2021 and £1.87m in 2022).

The Foundation has continued to deliver collaborative work funded by grants, especially as part of the COVID Response Programme which contributed to the increase in grant income from £2.3m in 2021 to £2.8m in 2022 representing 26% of total income, the largest funding stream in 2022.

INCOME DEVELOPMENT

2015 - 2022 £m

- Donations
- Events
- Digital fundraising
- Legacies
- Grants
- Other

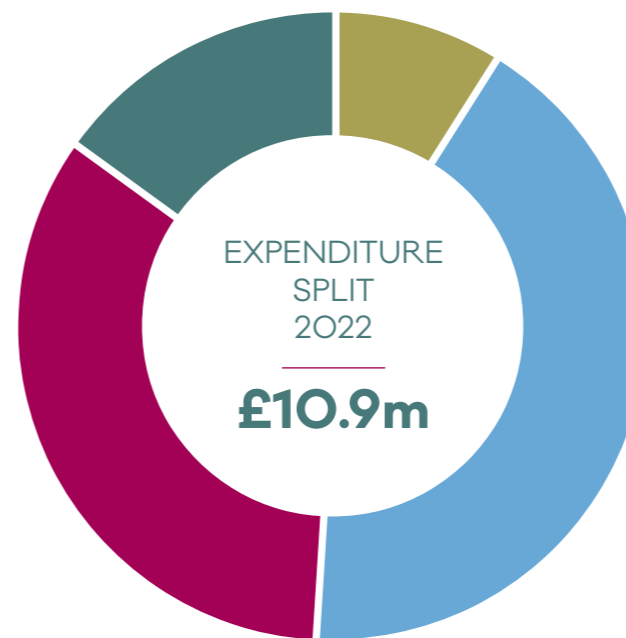


Expenditure - £10.9m (2021: £7.9m)

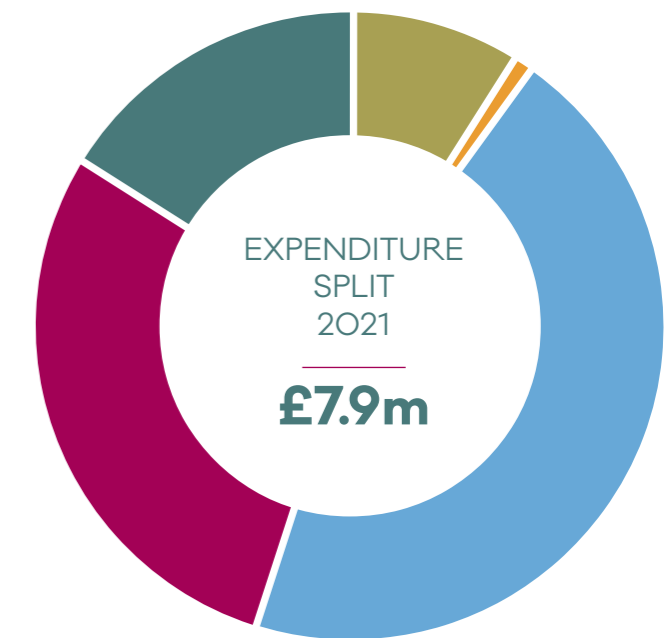
The total expenditure increased to £10.9m from £7.9m in 2022 as the Foundation started to deliver the COVID Response Programme alongside other mental health programmes and invested into our fundraising capabilities.

Increase investment into our information, education, dissemination and advisory services included our new website, offering easier access to information at a time when demand is rising.

The Foundation no longer runs the Learning Disabilities programme as it was transferred to London South Bank University in 2021.



- Raising funds
- MHAW CIC
- FPLD (Learning Disabilities)



- Mental Health Programmes
- Information, education, dissemination and advisory

Balance Sheet

Net Assets £18.9m (2021: £18.5m).

The Net Assets increased by £0.4m from prior year, the cash balance reduced to £1.8m from £11.8m in 2021, while fixed assets increased to £14.8m (£5.2m in 2021) as we have mainly invested in the purchase of a new office in London and transferred more cash to our investments. Due to mainly a significant legacy notification, debtors have also increased to £3.5m from £2.5m in 2021.

The total net assets are represented by unrestricted funds of £6.9m (£6.5m in 2021), restricted funds of £1.8m (£1.5m in 2021), designated funds of £10.2m (£10.5m in 2021) out of which £6.0m forms our fixed asset fund (see details below), and permanent endowment funds of £45k which are to be held indefinitely by the charity.

Reserves policy

Charities hold reserves for a variety of reasons - to manage the charity's resources where income is subject to uncertainty in terms of timing, to ensure that the charity has sufficient financial resources to meet its upcoming liabilities, and to provide funds which enable the charity to take advantage of new investment opportunities when they arise.

In addition, given the impact the cost-of-living crisis will have on both revenue and costs, a higher than usual reserve level will ensure we have stability for the coming years.

As noted above, the level of unrestricted reserves at 31 March 2022 was £6.9m. This represents about 12 months of unrestricted expenditure. The trustees estimate that the Foundation should hold a total reserve level of 6 months unrestricted expenditure due to the potentially uneven receipt of funds from legacies, digital fundraising and any other short-term cash necessity, as well as the potential impact from the Cost of living crisis. Six months unrestricted expenditure currently equates to £3.4m, so the £6.9m at 31 March 2022 was more than sufficient.

The trustees recognise that the Foundation's unrestricted and designated reserves (excluding the fixed assets), £11.0m as of 31st March 2022, are currently significantly above their reserves policy. However, they anticipate that based on the planned designed fund usage, detailed below, and planned unrestricted deficits during part of the strategy period, 2020-25, these will be decreased closer to the reserve level, whilst enabling the Foundation to manage any impact from the coming period of economic uncertainty highlighted above.

Designated Fund Allocation

The Foundation is in the fortunate position that we are able to allocate recent surpluses to specific designated funds which will secure the long-term future of the Foundation as well as being able to further the strategic objectives of the Foundation.

Therefore, the designated funds have been allocated to the following three areas:

Office Purchases Fund £6.7m

Previously the Foundation was leasing offices in all three locations, London, Glasgow and Cardiff. We identified that it would be the right option to use some of our recent surpluses to purchase offices, ideally in all three locations, hence having assets that will secure its long-term future whilst decreasing on-going operations costs. In July 2021, the Foundation purchased a new office in London (£6.0m including refurbishment), close to the previous office, which is a huge step up in working environment for the staff and will enable the Foundation to move forward on a strong footing. The search for an office in Glasgow didn't produce anything appropriate so a new lease has been entered into, in what will be a huge step up in work environment as well. The search for an office in Cardiff has started and we are hopeful we will be able to take the learnings from the London office purchase and find the right location for the Foundation to buy.

COVID Response Programme £2.0m

Following the decision during 2020 to set up a COVID Response Programme to try to help mitigate the impact of COVID upon the public's mental health, which has been profound and unequal, work started in earnest in Spring 2021. The Foundation is focusing on three groups who have been particularly negatively impacted by the COVID pandemic, lone parents, BAME and refugee communities and people with long term physical health conditions. The Foundation's insight has been informed by the evidence generated from its pandemic study which has shown the impact of the pandemic and subsequent lockdowns on the UK population and particular subgroups. The selected groups are also ones where the Foundation has existing experience of evidence-based practice and partnerships that we can draw upon. We have managed to secure matched funding of close to £2m so far and are looking to see if we can engage with other partners so we can amplify the impact from the programmes.

Stephen Schick – Resourcing the Strategy Fund £1.5m

With the implementation of the new strategy from 2020-2025, it has been identified that we need to invest in the Foundation to achieve the strategic aims. Therefore, £2.5m was set aside, which was from the Stephen Schick Legacy, to finance the strengthening of the regional presence of the Foundation across the UK, to invest in fundraising, to develop programmes at scale, and to ensure the future financial sustainability of the Foundation. During the first two years of the strategy period, it was decided to use this mainly to invest in increasing staff capacity, which can be seen in the increase in staff numbers from 94 in 2020 to 136 in 2022.

Investment Policy and Performance

In light of the extremely generous donations we have had over the last four years, which have given us significant surpluses and hence a cash balance far in excess of what is required under the reserves policy, the trustees have decided that an element of these should be invested.

The rationale for this is that trustees have a duty to use the charitable assets to further the charity's aims, which in the case of financial investments will usually involve seeking the maximum return consistent with commercial prudence whilst ensuring a diversified portfolio.

Therefore, the trustees have decided that a mixed portfolio of property, investment fund(s) and cash is suitable for the Foundation.

The selected investment fund needed to be in line with the Foundation's aims, whilst providing a good risk/return profile.

The fund was deliberately chosen with ethical, environmental and sustainable criteria in mind.

Based on this the CCLA Charities Ethical Investment Fund <https://rebrand.ly/ccla-ethical-investment> was selected and the £8m invested in total had grown to £8.8m as at 31st March 2022 including the £0.6m unrealised gain this year. In the light of market conditions, trustees are satisfied with performance.

Structure, governance & management



Constitution

The Mental Health Foundation is constituted as a company limited by guarantee, Company Registration No. 2350846 (England and Wales), and is a registered charity, Charity Registration Nos. 801130 (England and Wales) and SC 039714 (Scotland).

The Group's subsidiary, Mental Health At Work CIC, is a company limited by shares, Company Registration No. 10473373 (England and Wales).

Members' liability

In the event of the charitable company being wound up during the period of membership or within the year following, company members are required to contribute an amount not exceeding £1.

Trustees

The trustees constitute directors of the charitable company for the purposes of the Companies Act 2006 and are also members of the charitable company.

Trustees are appointed for an initial three-year term and may be re-elected for a further two three-year periods. In exceptional circumstances the board may resolve that a trustee may serve one further term of a maximum of three years. At any one time there must be a minimum of three trustees.

The recruitment of trustees is carried out by the Finance, People & Governance Committee which recommends individuals to be appointed by the Board as a whole. New trustees are sought through a number of different routes - from time-to-time trustee posts may be advertised.

Trustee induction and training

New trustees' induction is carried out by the chair and chief executive and they are additionally invited to spend time with any department of the Foundation in which they are interested. Training is provided as required.

Trustee meetings

The trustees must hold at least four Board meetings each year. In addition, the Board has three sub-committees which usually meet quarterly: Finance, People and Governance, Fundraising & Communications and Public Mental Health.

Statement of trustees' responsibilities

The trustees (who are also directors of the Mental Health Foundation for the purposes of company law) are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group and of the income and expenditure of the charitable company and the group for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that:

- so far as the trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish

that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Management arrangements

The trustees delegate the management of the Foundation to the staff team led by the chief executive and the senior management team (SMT). The chief executive has been in place since October 2018 with all the SMT, except the Director of Fundraising & Communications, having been in place since January 2020. The new Director of Fundraising and Communications joined on 12th September 2022.

Appointment policy

The Mental Health Foundation is an equal opportunities employer and applies objective criteria to assess merit. It ensures that no job applicant or employee receives less favourable treatment on the grounds of age, race, colour, nationality, religion, ethnic or national origin, gender, marital status, sexual orientation or disability.

Selection criteria and procedures are reviewed regularly to ensure that individuals are appointed and promoted on the basis of their relevant merits and abilities.



Wellbeing, Diversity and Inclusion

The Foundation is committed to a holistic approach to the wellbeing of colleagues. This includes providing both traditional and bespoke support for staff such as an employee assistance scheme and in-house training for managers on mental health in the workplace. As a learning organisation, equality, diversity, and inclusion are at the heart of our values that create a sense of belonging and allow people to be their best selves. We have signed up to the Disability Confident Scheme and the Race at Work Charter. We are making good progress on our journey to increase the diversity of our workforce, leadership team and the Board. Our commitments on race and diversity can be read on our website here: <https://www.mentalhealth.org.uk/about-us/our-commitments-race-and-diversity>.

Employee wellbeing continues to be an important pillar in our drive to be an exemplar employer and we regularly ask for feedback from our people to help us improve in all areas including this one.

Remuneration policy

The Mental Health Foundation is committed to ensuring a fair and equal remuneration process for all staff so that we can ensure all staff are paid appropriately for the work they do for us. The key management personnel of the charity comprise the trustees and the senior management team (SMT). The overall responsibility of the charity lies with the trustees who have delegated the day-to-day management of the charity to the SMT.

Responsibility for setting salaries for the CEO and members of the SMT rests with the trustees; responsibility for setting other salaries has been delegated to the SMT and CEO.

The Foundation has a pay and benefits system which provides a clear structure for salaries for new appointments and for salary progression for existing staff as well as clear criteria for evaluating and benchmarking new and changing roles for equitable pay.

The Foundation is signed up to the [Living Wage Foundation](#) and ensures all employees are paid at least the London Living Wage regardless of where they are based.

Pension arrangements

The Foundation operates a non-contributory individual money-purchase scheme for all eligible members of staff, contributing 10% of pensionable salary to each employee's fund. Employees can additionally choose to make employee contributions to their pension. The scheme is fully compliant with auto-enrolment regulations.

In line with our recognition that our activities have an environmental impact, our environmental policy lays out our commitment to sustainability in our practices from a people, financial and environmental perspective. To this end, because where pension schemes have their finances invested can be a leading contribution to the climate crisis, we moved our pension scheme to Cushon (<https://www.cushon.co.uk/info/pension>) which runs a Net Zero scheme.

Project delivery

Projects are delivered through a combination of in-house and external research, practice development, publications and other dissemination activities. Projects are supported by advisory committees of experts, if required. The Foundation has well-developed links with central government, the Scottish and Welsh governments, health, local government, housing and social services bodies across the United Kingdom, as well as professional bodies, academic research centres and voluntary sector organisations. It is committed to partnership work wherever this will maximise effectiveness and impact.

The Foundation has working relationships with many organisations, as described above. These are carefully curated in order to add value to the nature and content of the programmes as effectively as possible.

Environmental management

MHF acknowledges the negative impact that the on-going consequences of the failure to systematically address the climate and ecological crisis is having, and will have, on the Mental Health of the Earth's population. Therefore, in line with our values of walking our talk we have ensured we are looking at all areas of our organisation to find ways to improve our impact on this man-made crisis.

Since 2021, when we implemented our new Environmental Policy, we have made numerous improvements including:

- The new London office was designed with environmental sustainability centrally embedded in the design and build
- A new procurement policy has been launched which embeds the responsibility of staff to consider the environmental (as well as other factors) effect of what they buy or use
- The new pension scheme with Cushon mentioned above
- There is an organisational green team from across the organisation, led by a member of the SMT, who meet regularly to discuss ideas and progress
- These items amongst others lead to a very positive external environmental audit which helped show how far the organisation has come in the last two years.

Risk management

The senior management team takes the lead in reviewing the key risks facing the Mental Health Foundation on a regular basis, after considering input from across the organisation. These are documented in a risk register, which is reviewed by the finance and people committee and approved by the trustees at least annually.

The risk register is updated to reflect recent operational and financial developments, strategic annual organisational objectives, and changes in the external environment. Each risk item is analysed according to its perceived

potential impact and likelihood of occurrence, together with actions that either have been, or will be, taken in mitigation.

Coming out of the COVID pandemic has meant some risks are less at the forefront of risk mitigation, however, they still need to be considered. As we move into a period of economic uncertainty where we are faced with a significant Cost of Living crisis this has accentuated some risks, e.g. a significant decrease in income. The Foundation won't be immune from the economic activities but thanks to our above average reserves we have time to ensure any actions we take due to external factors will be well planned.

The principal risks currently facing the organisation are:

- A significant decrease in unrestricted income.
- A vulnerable person is exploited or harmed.
- Reputation and trust, including GDPR and fundraising regulation contravention and other legal claims.
- Lack of senior management and board diversity and inclusion.

The plans and strategies for managing these risks are:

- The Foundation has invested in its Fundraising team and website and is reviewing its CRM system so that it can diversify its income and explore new avenues of income. In addition, regular financial reporting occurs so any new trends can be identified and addressed.
- We continue to ensure that our safeguarding policy is reviewed and updated as needed. Within it, it includes a provision for a designated safeguarding officer who has responsibility for ensuring all staff who have contact with vulnerable adults and children are aware of their responsibility under the policy and the law.
- The same plans are in place regarding reputational, trust and legal compliance but with updates as applicable. Comprehensive induction process where all staff are trained on all legal

requirements and the Foundation's values (within this the Foundation's fundraising policy has been updated to reflect current practises). Enhanced cybersecurity processes including information security policies and procedures and advanced email protection.

- We have set six public commitments on race and diversity in our board, one of which is 'Public targets and regular reporting on diversity. These will include having 20% of our board and 20% of our leadership team from diverse racial backgrounds by 2024, with further diversity targets to be developed'. There is commitment throughout MHF to ensure we work towards and meet these targets with the board currently having increased to 38% and the Leadership team to 10% as at Sept 2022.

For the principal risks listed last year which are not on the principal risks for the current year the main actions the charity has taken are:

- We have finalised a review of the strategy process to ensure we have a Theory of Change, focused strategic objectives, aligned operational plans and Impact KPIs we can measure against. Via this, we can ensure the whole organisation is working towards the same end objectives and hence be able to more effectively demonstrate the good we do.
- As our offices opened during the year, COVID regulations were put in place to ensure the wellbeing of staff. Feedback from staff on this has been incorporated and we have ensured we are maintaining the desired levels as more people come back to the office on a regular basis.

The trustees have confirmed that there are procedures in line with key risks and other identified risks to prevent or manage their effects. These procedures include implementation of control systems and processes throughout the entire organisation, the transfer of risk to external insurers, and the management of risks that cannot be avoided.

The trustee's report, prepared under the Charities Act 2011, which also contains all information required in a Director's report by the Companies Act 2006, and the incorporated strategic report, prepared under the Companies Act 2006, were approved by and signed on behalf of the trustees.



25.11.2022

AISHA SHEIKH-ANENE
Chair of Trustees

Independent auditor's report

TO THE TRUSTEES AND MEMBERS OF THE MENTAL HEALTH FOUNDATION



We have audited the financial statements of the Mental Health Foundation (the 'charitable parent company') and its subsidiary (the 'group') for the year ended 31 March 2022 which comprise the consolidated statement of financial activities, the charitable parent company and group balance sheets, the consolidated statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable parent company's affairs and those of the group as at 31 March 2022 and of the group's income and

- expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable parent company and group in accordance with the ethical requirements that are relevant to our audit of the financial statements in

the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report and consolidated financial statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable parent company and of the group and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- proper and adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable parent company's and the group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable parent company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

How the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charitable parent company and the group through discussions with key management and from our knowledge and experience of the charity sector;
- We focused on specific laws and regulations which we considered may have a direct material effect on the accounts or the activities of the charitable

parent company and group. These included but were not limited to the Companies Act 2006, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102) (effective 1 January 2019) and the Code of Fundraising Practice; and

- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of key management and review of minutes of trustees' meetings.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of key management as to where they considered there was susceptibility to fraud and their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Tested and reviewed journal entries to identify unusual transactions;
- Carried out substantive testing of expenditure including the authorisation thereof;
- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of trustees; and
- Enquiring of as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit

the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use Of Our Report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charity's trustees as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other

purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



SHACHI BLAKEMORE

Senior Statutory Auditor

For and on behalf of
Buzzacott LLP, Statutory
Auditor

130 Wood Street

London

EC2V 6DL

Date: 12 December 2022

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.



Group statement of financial activities

(including income and expenditure account)

Year to 31 March 2022

Group	Note	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	Total 2022 funds £'000	Total 2021 funds £'000
Income from:							
Donations		3,883	358	—	—	4,241	7,690
Legacies		1,867	—	—	—	1,867	1,730
Fundraising events		670	—	—	—	670	376
Investments		1	—	—	—	1	12
Charitable activities							
- Statutory grants receivable	1	9	1,404	—	—	1,413	559
- Other grants	1	5	1,406	—	—	1,411	1,719
- Charitable trading activities	2	998	83	—	—	1,081	785
Total income		7,433	3,251	—	—	10,684	12,871
Expenditure on:							
Raising funds		1,619	—	—	—	1,619	1,288
Charitable activities	3						
- Mental Health Programmes		1,797	2,758	—	—	4,555	3,561
- FPLD		—	—	—	—	—	97
- Information, education, dissemination and advisory services programme		4,117	566	—	—	4,683	2,964
Total expenditure		7,533	3,324	—	—	10,857	7,910
Operating (expenditure) income for the year before transfers		(100)	(73)	—	—	(173)	4,961
Unrealised gains on investment		588	—	—	—	588	208
Net income (expenditure) for the year before transfers	6	488	(73)	—	—	415	5,169
Transfers between funds	14	(58)	384	(326)	—	—	—
Net movement in funds		430	311	(326)	—	415	5,169
Reconciliation of funds:							
Funds brought forward at 1 April		6,491	1,460	10,500	45	18,496	13,327
Funds carried forward at 31 March		6,921	1,771	10,174	45	18,911	18,496

All of the group's activities derived from continuing operations during the above two financial periods. The Mental Health at Work CIC expenditure of £658k has been reclassified from Raising funds to Charitable activities as it represents a more accurate picture of their activities; providing organisations with tailor made mental health workshops. A full comparative statement of financial activities for the previous year is shown in the appendix to these financial statements.

Charity statement of financial activities

(including income and expenditure account)

Year to 31 March 2022

Charity	Note	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	Total 2022 funds £'000	Total 2021 funds £'000
Income from:							
Donations		3,883	358	—	—	4,241	7,690
Legacies		1,867	—	—	—	1,867	1,730
Fundraising events		670	—	—	—	670	376
Investments		1	—	—	—	1	12
Charitable activities							
- Statutory grants receivable	1	9	1,404	—	—	1,413	559
- Other grants	1	5	1,406	—	—	1,411	1,719
- Charitable trading activities	2	108	83	—	—	191	119
Total income		6,543	3,251	—	—	9,794	12,205
Expenditure on:							
Raising funds		1,619	—	—	—	1,619	1,288
Charitable activities	3						
- Mental Health Programmes		1,797	2,758	—	—	4,555	3,561
- FPLD		—	—	—	—	—	97
- Information, education, dissemination and advisory services programme		3,163	566	—	—	3,729	2,306
Total expenditure		6,579	3,324	—	—	9,903	7,252
Operating (expenditure) income for the year before transfers		(36)	(73)	—	—	(109)	4,953
Unrealised gains on investment		588	—	—	—	588	208
Net income (expenditure) for the year before transfers	6	551	(73)	—	—	479	5,161
Transfers between funds	14	(58)	384	(326)	—	—	—
Net movement in funds		494	311	(326)	—	479	5,161
Reconciliation of funds:							
Funds brought forward at 1 April 2020		6,315	1,460	10,500	45	18,320	13,159
Funds carried forward at 31 March 2021		6,809	1,771	10,174	45	18,799	18,320

All of the charity's activities derived from continuing operations during the above two financial periods. A full comparative statement of financial activities for the previous year is shown in the appendix to these financial statements.

Balance sheets

As at 31 March 2022



	Notes	Group		Charity	
		2022 £'000	2021 £'000	2022 £'000	2021 £'000
Fixed assets					
Tangible assets	10	6,050	23	6,048	21
Investments	11	8,796	5,208	8,796	5,208
		14,846	5,231	14,844	5,229
Current assets					
Debtors	12	3,506	2,515	3,323	2,360
Cash at bank and in hand		1,766	11,846	1,505	11,360
		5,272	14,361	4,828	13,720
Liabilities					
Creditors: amounts falling due within one year	13	(1,207)	(1,096)	(873)	(629)
Net current assets		4,065	13,265	3,955	13,091
Total net assets		18,911	18,496	18,799	18,320
Represented by:					
Funds and Reserves					
Income funds					
Unrestricted funds		6,921	6,491	6,809	6,315
Designated funds	15	10,174	10,500	10,174	10,500
Restricted funds	14	1,771	1,460	1,771	1,460
		18,866	18,451	18,754	18,275
Capital funds					
Permanent endowment funds	16	45	45	45	45
		18,911	18,496	18,799	18,320

Signed on behalf of the trustees by:

25.11.2022

AISHA SHEIKH-ANENE
Chair of Trustees

Mental Health Foundation, Company Limited by Guarantee
Registration Number O2350846 (England and Wales)
Approved by the trustees on 23 November 2022

Group statement of cash flows

Year to 31 March 2022



	Notes	2022 £'000	2021 £'000
Cash flows from operating activities:			
Net cash (used in) provided by operating activities	A	(999)	4,352
Cash flows from investing activities:			
Investment income received		1	12
Purchase of tangible fixed assets		(6,082)	(1)
Release of fixed asset cash deposit		—	45
Long term cash investment		(3,000)	(5,000)
Net cash (used in) provided by investing activities		(9,081)	(4,944)
Change in cash and cash equivalents in the year		(10,080)	(592)
Cash and cash equivalents at 1 April 2021	B	11,846	12,438
Cash and cash equivalents at 31 March 2022	B	1,766	11,846

Notes to the statement of cash flows for the year to 31 March 2022.

	2022 £'000	2021 £'000
A: Reconciliation of net movement in funds to net cash provided by operating activities		
Net movement in funds (as per the statement of financial activities)	415	5,169
Adjustments for:		
Depreciation charge for the year	57	7
Investment income receivable	(1)	(12)
Unrealised investment gain	(588)	(208)
Increase in debtors	(992)	(637)
Increase in creditors	110	33
Net cash (used in) provided by operating activities	(999)	4,352
B: Analysis of cash and cash equivalents		
Total cash and cash equivalents:		
Cash at bank and in hand	1,766	11,846
	1,766	11,846

No separate statement of changes in net debt has been prepared as there is no difference between the movements in cash and cash equivalents and movement in net cash (debt).

Principal accounting policies



Basis of accounting

These financial statements have been prepared for the year to 31 March 2022 with comparative information provided in respect to the year to 31 March 2021.

The financial statements have been prepared under the historical cost convention with items initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to the financial statements.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable.

to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in sterling and are rounded to the nearest pound.

Basis of consolidation

The consolidated financial statements of the Group incorporate the financial statements of Mental Health Foundation and its subsidiary undertaking Mental Health at Work CIC. The net expenditure attributable to the charity in the year was £110,063 (Net income in 2021: £4,952,876). There were no other recognised gains and losses attributable to the charity.

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a

period of at least one year from the date of approval of these financial statements.

Specifically they have reviewed the significant impact the COVID pandemic has had on the total economy and

more pertinently the charity sector and concluded that any potential downside risk is not material enough to alter the going concern assessment.

The trustees have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

Income recognition

Income is recognised in the period in which the charity is entitled to receipt, the amount can be measured reliably, and it is probable that the funds will be received.

Income is deferred only when the charity has to

fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

Income comprises donations, legacies, income from fundraising events, interest receivable, investment income, grants and other trading income.

Donations and income from events are recognised when the charity has confirmation of both the amount and settlement date. In the event of donations pledged but not received, the amount is accrued for where the receipt is considered probable. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are included in the statement of financial activities when the charity is entitled to the legacy, the executors have established that there are sufficient surplus assets in the estate to pay the legacy, and any conditions attached to the legacy are within the control of the charity. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be

measured reliably and the charity has been notified of the executor's intention to make a distribution.

Entitlement is taken as the earlier of the date on which either:

- the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor to the charity that a distribution will be made; or
- a distribution is received from the estate.

Where legacies have been notified to the charity, or the charity is aware of the granting of probate, but the criteria for income recognition have not been met, the legacy is treated as a contingent asset and disclosed if material. In the event that the gift is in the form of an asset other than cash, or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title of the asset having been transferred to the charity.

Grants and donations from government, other statutory agencies and charitable bodies are included as income from charitable activities where these amount to a contract for service or where they are specific to particular activities. Along with income of a contractual nature and income generated from

trading and commercial sources, they are recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured. All such income is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Other trading income is recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured.

Investment income is recognised once the dividend or interest has been declared and notification has been received of the amount due.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings. The classification between activities is as follows:

- Expenditure on raising funds include the salaries, direct costs and support costs associated with generating donated income.
- Expenditure on charitable activities, including grants payable, comprises expenditure on the charity's primary charitable purposes as described in the trustees' report.

Welfare grants payable to individuals are included in the statement of financial activities when approved.

Grants or award funding to institutions are included in full in the statement of financial activities when the award agreement has been returned, completed and signed, by the recipient. Small final instalments of some award grant payments are subject to receipt of a satisfactory final report on the award project.

Allocation of support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form

of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprise the costs involving the public accountability of the charity (including audit costs) and costs in respect to its compliance with regulation and good practice.

Support costs and governance costs are apportioned using percentages based on the time spent on the activities by the employees of the charity.

Tangible fixed assets

All assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised.

Expenditure on the purchase and replacement of fixtures, fittings and equipment is capitalised and depreciated, on a straight-line basis, over a period ranging from 3 to 10 years, in order to write off each asset over its estimated useful life.

Property is depreciated using the diminishing value method at a 2% rate.

Investments

Cash deposits held in interest earning accounts and held for the long term are classified as fixed asset investments.

Investments in unlisted companies are included on the balance sheet at a valuation determined by the trustees, calculated having

regard to the net asset value of the relevant company at the balance sheet date.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. Debtors have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as current asset investments. Cash placed on deposit for more than one year is disclosed as a fixed asset investment.

Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt.

They have been discounted to the present value of the future cash payment where such discounting is material.

Fund structure

The general fund comprises those monies which may be used towards meeting the charitable objectives of the charity and may be used at the discretion of the trustees.

The designated funds represent assets set aside by the trustees to be applied in future years towards specific purposes.

The restricted funds are monies raised for a specific purpose, or donations subject to donor-imposed conditions.

The permanent endowment funds comprise monies which must be held as capital indefinitely. The income therefrom is used in accordance with the terms of each individual endowment (note 16).

Pension costs

Contributions to employees' personal pension plans and in respect to defined contribution schemes are charged to the statement of financial activities in the year in which they are payable to the relevant scheme.

Leased assets

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged on a straight-line basis over the lease term.

Critical accounting estimates and areas of judgement

Preparation of the financial statements requires the trustees to make significant judgements and estimates.

The items in the financial statements where these judgements and estimates have been made include:

- Estimating the useful economic life of tangible fixed assets for the purposes of calculating the depreciation charge;
- Estimating the recoverability of debtors and determining any necessary provision for bad or doubtful debts;
- Estimating the future income and expenditure streams which underpin the going concern assumption
- Estimating the probability and value of legacy distributions; and
- Determining the basis for the allocation of support and governance costs across the charitable key areas of activity as shown in note 3.

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2022

1. INCOME FROM: GRANTS RECEIVABLE

Group and Charity	2022 £'000	2021 £'000
Statutory grants		
- Scottish	1,142	475
- English and Welsh	271	84
	1,413	559
Other grants	1,411	1,719
	2,824	2,278

The income from grants relate to the following charitable activities:

Group and Charity	2022 £'000	2021 £'000
Mental Health Programmes	2,665	2,075
Learning Disabilities Programmes	—	45
Information, education, dissemination and advisory services programme	159	158
	2,824	2,278

Statutory grants receivable comprise:

Group and Charity	2022 £'000	2021 £'000
Scottish		
COVID Response Programme - Lone Parent (Scottish Government)	125	—
COVID Response Programme - Minority Ethnic Communities (Scottish Government)	125	—
COVID Response Programme - Minority Ethnic Communities (NHS Greater Glasgow & Clyde)	22	—
Edinburgh Summer Programme (Thrive Edinburgh)	300	—
New Scots Edinburgh Partnership (South West Children's Practice Team)	20	—
Refugee Health Policy Action Group (Scottish Government)	60	60
Refugee Wellbeing (Scottish Government)	—	12
Scottish Government Mental Health Ref Group (Scottish Government)	20	—
Scottish Mental Health Arts and Film Festival (SMHAFF) (NHS Lothian)	20	—
Scottish Mental Health Arts and Film Festival (SMHAFF) (Scottish Association for Mental Health)	20	—
Scottish Mental Health Arts and Film Festival (SMHAFF) (NHS Greater Glasgow & Clyde)	10	15
Scottish MH Res Network (NRS Mental Health Network)	8	—
Stigma (Scottish Association for Mental Health)	131	120
Stigma Report Card (Scottish Association for Mental Health)	65	—
Survivors (Health in Mind)	—	135
Visibility & Voices (Glasgow City Council)	25	19
VOX (Scottish Government)	191	115
	1,142	475
English and Welsh		
COVID Response Programme - Long Covid Peer Support Project (Betsi Cadwaladr University Health Board)	53	—
COVID Response Programme - Perthyn Phase 3 (Welsh Government)	35	—
Drawing Neighbours Together (Westminster City Council)	9	9
Gwynedd Youth Service (Welsh Government - Gwynedd Council)	—	22
My Life My Future (London Borough of Lambeth)	100	—
Refugee and Asylum Seeker - Perthyn (Welsh Government)	35	53
South Wales Police (South Wales Police and Crime Commissioner)	39	—
	271	84
Total Statutory Grants	1,413	559

OTHER GRANTS COMPRISE:

Group and Charity (by funder)	2022 £'000	2021 £'000
National Lottery funding	140	384
- Community Fund (COVID Youth Panel)	—	10
- England – Community Fund (Kids Time)	100	128
- England – Community Fund (My Life My Future (Feeling Our Way))	—	45
- England – Community Fund (Pass it On (Good mental health for ALL))	—	45
- Scotland – Heritage Fund (Reclaim Our Heritage)	39	128
- Wales – People and Places (Standing Together Cymru)	1	28
Barnardo's	123	147
Scottish Research Consultancy	123	143
Mental Health & Wellbeing Evaluation	—	4
University of Strathclyde	—	29
Crisp	—	1
CSO COVID Impact	—	25
Scotland Programmes	—	3

Group and Charity (by project)	2022 £'000	2021 £'000
Scottish Mental Health Arts and Film Festival (SMHAFF)	45	87
Creative Scotland	42	56
Royal College of Psychiatrists	—	3
See Me	—	20
Other grants	3	9
Peer Education	88	110
Constance Travis Charitable Trust	—	50
LCP Foundation	—	14
Lloyds	88	22
Sobell Foundation	—	25
Self Management Training and Peer Support for middle-aged Irish men	—	5
City Bridge Trust	—	—
Sir Halley Stewart Trust	—	5

CONTINUED

	2022 £'000	2021 £'000
Other grants > £25,000		
Arts Council of Wales (Arts Festival Wales)	15	30
Baring Foundation (Commissions and Creative Network)	27	—
Community Child Health (The Adverse Childhood Experiences Resilience)	—	31
European Commission (Emen)	—	(12)
Lloyds (Picture This)	62	31
Mercers Trust (Creating Communities)	—	17
Monday Trust (COVID Response Programme)	250	250
Robertson Trust (Thriving Learners)	60	90
The Wellcome Trust (Dads, Football, and Public Engagement)	39	56
University of Sussex (SITUATE)	32	35
Youth Endowment (Becoming a Man)	502	370
Other grants < £25,000		
Association of Colleges	3	—
FASTN	5	—
Health and Social Care Alliance Scotland	—	13
London South East Colleges	8	—
NRS Mental Health Network	—	9
Queen University Belfast	2	—
Scottish Refugee Council	—	5
The Waterloo Foundation	—	10
University Of Glasgow	7	7
University of Stirling	—	8
University of York	1	3
Winston Churchill Memorial Trust	—	5
Other grants <£25,000	2	—
	1,411	1,719

2. INCOME FROM: CHARITABLE TRADING ACTIVITIES

Group and Charity	2022 £'000	2021 £'000
Publications and merchandise	85	55
Training	14	23
Other	92	41
Charity total	191	119
Income from subsidiary	890	666
Group total	1,081	785

Expenditure relating to the Group's subsidiary, Mental Health at Work CIC, are included within costs associated with charitable activities.

Figures for Mental Health at Work CIC restated for financial year 2020-21, to be included within costs associated with charitable activities as opposed to raising funds.

Of the above, £3,000 of publications, £179,000 of contract, £14,000 of training and £10,000 of other income related to restricted funds

(2021: £10,000 of training and £6,000 of other income related to restricted funds).

3. EXPENDITURE ON CHARITABLE ACTIVITIES

Group	Direct costs £'000	Support costs (note 5) £'000	Total 2022 £'000	Direct costs £'000	Support costs (note 5) £'000	Total 2021 £'000
Mental Health Programmes	3,823	732	4,555	2,946	615	3,561
Learning disability programmes	—	—	—	85	12	97
Information, education, dissemination and advisory services programme	4,142	541	4,683	1,984	322	2,306
	7,965	1,273	9,238	5,015	949	5,964

Direct costs comprise:

Group	Staff costs £'000	Other costs £'000	Total 2022 £'000	Staff costs £'000	Other costs £'000	Total 2021 £'000
Mental Health Programmes	2,138	1,685	3,823	1,902	1,044	2,946
Learning disability programmes	—	—	—	54	31	85
Information, education, dissemination and advisory services programme	2,357	1,785	4,142	1,071	913	1,984
	4,495	3,470	7,965	3,027	1,988	5,015

4. GOVERNANCE COSTS

Group and Charity	2022 £'000	2021 £'000
Legal and professional fees	52	22
Trustees' expenses and other trustee related costs	9	5
Group and Charity total	61	27

All governance costs relate to unrestricted funds.

5. SUPPORT COSTS

Group	Office £'000	IT £'000	Finance £'000	Human resources £'000	Total 2022 £'000
Costs of raising funds	84	42	33	75	234
Mental Health Programmes	263	133	103	233	732
FPLD	—	—	—	—	—
Information, education, dissemination and advisory services programme	187	116	74	164	541
	534	291	210	472	1,507

Group	Office £'000	IT £'000	Finance £'000	Human resources £'000	Total 2021 £'000
Costs of raising funds	77	37	29	35	178
Mental Health Programmes	266	129	99	121	615
FPLD	5	3	2	2	12
Information, education, dissemination and advisory services programme	139	68	52	63	322
	487	237	182	221	1,127

Support costs are allocated to the activities they are supporting on the basis of the number of staff working on each activity.

6. NET INCOME This is stated after charging:

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Staff costs (note 1)	6,009	4,652	5,366	4,267
Depreciation	57	7	55	7
Auditor's remuneration				
- Audit	17	17	17	17
- Other services (Emen audit, VAT consultancy)	1	2	1	2
Operating lease rentals				
- Land and buildings	78	182	78	182

7. STAFF COST

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Wages and salaries	5,015	3,885	4,443	3,544
Social security costs	523	400	464	364
Other pension costs	411	329	399	322
	5,949	4,614	5,306	4,230
Agency and temporary staff	60	38	60	38
	6,009	4,652	5,366	4,267

The average monthly number of employees (including temporary staff) during the year was 136 (2021: 113).

The number of employees who earned £60,000 per annum or more (including taxable benefits but excluding employer pension contributions) during the year was as follows:

Group	2022 No.	2021 No.
£60,000 — £70,000	4	3
£70,000 — £80,000	3	3
£100,000 — £110,000	—	1
£110,000 — £120,000	1	—

Employer contributions made to a money purchase scheme in respect of the above employees during the year amounted to £59,806 (2021: £45,624).

The key management personnel in charge of directing, controlling, running and operating the group on a day-to-day basis comprise the trustees together with the chief executive, the director for England and Wales, the director for Scotland and Northern Ireland, the director of fundraising and communications, the director of HR and wellbeing and the director of finance and systems. The total remuneration payable to key management personnel during the year was £581,070 (2021: £565,275).

8. TRUSTEES' REMUNERATION, EXPENSES AND DONATIONS

No trustee received any remuneration in respect of their services as a trustee during the year (2020: none). Expenses reimbursed to, or paid on behalf of, trustees during the year were as follows:

	2022		2021	
	No of trustees	Aggregate amount £'000	No of trustees	Aggregate amount £'000
Travel, expenses and other	5	1	5	5

The trustees have taken out trustee indemnity insurance to cover the liability which by virtue of any rule of law would otherwise attach to the trustees in respect of any negligence, default, breach of trust or breach of duty of which they may be guilty in relation to the Foundation. The premium paid by the charity during the year amounted to £6,990 (2021: £6,064) and provided cover of £1,000,000 (2021: £1,000,000).

The charity did not receive any donations from trustees during the year (2021: £605).

9. TAXATION

The Mental Health Foundation is a registered charity and, therefore, is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

10. TANGIBLE FIXED ASSETS

Group	Property £'000	Fixtures, fittings and equipment £'000	Total £'000
Cost			
At 1 April 2021	—	239	239
Additions	5,851	233	6,084
Disposals	—	(206)	(206)
At 31 March 2022	5,851	266	6,117
Depreciation			
At 1 April 2021	—	216	216
Additions	37	20	57
Disposals	—	(206)	(206)
At 31 March 2022	37	30	67
Net book values			
At 31 March 2021	—	23	23
At 31 March 2022	5,814	236	6,050

Charity	Property £'000	Fixtures, fittings and equipment £'000	Total £'000
Cost			
At 1 April 2021	—	239	239
Additions	5,851	231	6,082
Disposals	—	(206)	(206)
At 31 March 2022	5,851	264	6,115
Depreciation			
At 1 April 2021	—	216	216
Additions	37	20	57
Disposals	—	(206)	(206)
At 31 March 2022	37	30	67
Net book values			
At 31 March 2021	—	21	21
At 31 March 2022	5,814	234	6,048

11. INVESTMENTS

Group and charity	2022 £'000	2021 £'000
Listed investments		
Market value at 1 April	5,208	—
Additions at cost	3,000	5,000
Net unrealised investment gains	588	208
Market value at 1 March	8,796	5,208
Historic cost of listed investments	8,000	5,000

Individual holdings representing more than 5% of the market value of the portfolio at the balance sheet date are as follows:

	2022 £'000	2021 £'000
COIF Charities Ethical Investment Fund	8,796	5,208

The charity also holds unlisted investments comprise shares in Helpcards Holdings Limited and Mental Health at Work CIC.

The charity holds 7,227 1p shares in Helpcards Holdings Limited, comprising 1.23% of the share capital. The shares have been valued by the trustees having regard to the company's net assets as at 31 March 2022.

On 27 July 2018, the shareholders of Mental Health at Work CIC gifted the shares in the company to the charity. The net assets position as at 31 March 2022 was £113,824. The shares have been valued by the trustees at £nil value as at 31 March 2022.

12. DEBTORS

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Trade debtors	293	211	110	56
Prepayments	347	235	347	235
Accrued income	797	902	797	902
Other debtors	18	14	18	14
Legacy notifications	2,051	1,153	2,051	1,153
	3,506	2,515	3,323	2,360

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Expense creditors	389	251	368	234
Other creditors	385	436	299	184
Service delivery deferred income	285	259	58	61
Fundraising events deferred income	30	90	30	90
Accruals	118	60	118	60
	1,207	1,096	873	629

Deferred income includes the following income received in advance to carry out the activities in the next financial year: Youth Endowment Fund Grant for the Becoming a Men project: £33,387.85 and grant from London South East Colleges £24,120 for delivery of the UOK project over the period Jan-22 - Dec-22.

Deferred income also includes income for the following fundraising events postponed to the next financial year: Overseas Challenges (Kilimanjaro and Berlin Marathon): £27,755, London 10k run: £1,850

14. RESTRICTED FUNDS

The income funds of the charity and group include restricted funds comprising the following donations and grants held on trust to be applied for specific purposes:

	At 1 Apr 2021 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2022 £'000
Arts & Stigma	2	—	(2)	—	—
Arts Festival Wales	(3)	15	(10)	4	6
Barnardo's Mental Health & Wellbeing Evaluation	75	123	(96)	—	101
Becoming a Man	—	502	(502)	—	—
Blue Prescribing - London	—	—	(80)	107	27
Blue Prescribing - Somerset	—	13	(4)	—	8
Commissions and Creative Network	—	27	(15)	—	11
Corporate restricted income	—	299	—	—	299
COVID Research	—	—	(145)	145	—
COVID Response Programme - Home	250	610	(356)	21	526
Covid Youth Panel	—	—	—	—	—
Creating Communities	—	—	(1)	1	—
Dads Football	—	39	(39)	—	—
Drawing Neighbours Together	(1)	9	(8)	—	—
Edinburgh Summer Programme	—	300	(301)	1	—
Evaluation of DBI	5	—	(5)	—	—
Gaming and Mental Health	163	—	(162)	—	1
Gwynedd Youth Service	5	—	(9)	4	—
Irish Men	—	—	(13)	13	—
J Sinson	7	—	—	—	7
KidsTime Southwark	16	100	(128)	58	47
Learning Partner	—	25	—	7	32
My Life My Future	16	100	(54)	—	62
New Scots Edinburgh Partnership	—	20	(19)	—	1
Peer Education Project	51	104	(165)	100	90
Picture This	31	94	(99)	—	26
Primary School Programme	20	—	—	—	20
Reclaiming our heritage	28	1	(22)	(7)	—
Refugee and Asylum Seeker	12	35	(44)	(3)	—
Refugee Health Policy Action Group	20	60	(74)	—	6
Restricted Legacies - Helen Oliver	154	—	—	(58)	96
Restricted Legacies - Research	311	—	(120)	—	191
Scottish Government Mental Health Ref Group	—	20	(20)	—	—
Screening Inequality	105	—	(105)	—	—
SITUATE	—	32	(34)	1	—
SMHAFF Restricted	40	100	(87)	—	53
South Wales Police	—	39	(36)	—	2
Standing together-Cymru	—	39	(51)	12	—
Stigma	26	137	(125)	—	38
Stigma Report Card	—	65	(65)	—	—
Survivors	—	—	—	—	—
The ACES (Adverse Childhood Experiences)	11	19	(23)	(7)	—
Resilience	—	—	—	—	—
Thriving Learners	62	60	(66)	—	56
Triumph	—	7	(7)	—	—
UOK	10	41	(20)	—	31
Visibility & Voices	13	25	(38)	—	—
VOX	—	193	(160)	—	33
Wales Arts Learning and Development	—	—	(2)	2	—
What I Need to Tell You	9	—	(9)	—	—
Women of Scotland	21	—	(3)	(18)	—
	1,460	3,251	(3,324)	384	1,771

14. RESTRICTED FUNDS 2021

	At 1 Apr 2020 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2021 £'000
Arts & Stigma	2	—	—	—	2
Arts Festival Wales	—	30	(33)	—	(3)
Barnardo's Mental Health & Wellbeing Evaluation	19	143	(87)	—	75
Becoming a Man	—	370	(370)	—	—
COVID Research	—	10	(295)	285	—
COVID Youth Panel	—	10	(10)	—	—
COVID Response Programme	—	250	—	—	250
Creating Communities	—	17	(44)	27	—
Crisp	—	1	(1)	—	—
CSO COVID Impact	—	25	(25)	—	—
Dads Football	—	56	(56)	—	—
Drawing Neighbours Together	—	9	(10)	—	(1)
Drill	7	—	(7)	—	—
Emen-Comms	—	—	(2)	2	—
Emen-Long Term	—	—	(1)	—	—
Emen-Policy	—	—	(6)	6	—
Emen-Product Development	—	(13)	(5)	18	—
Emen-Project Management	—	1	(2)	1	—
Evaluation of DBI	2	8	(5)	—	5
Gaming and Mental Health	—	—	(29)	192	163
Gwynedd Youth Service	4	22	(21)	—	5
Irish Men	5	5	(36)	26	—
J Sinson	7	—	—	—	7
KidsTime Southwark	—	128	(112)	—	16
My Life My Future	6	45	(5)6	21	16
Pass it on	26	45	(58)	(14)	—
Peer Education Project	77	121	(146)	—	51
Picture This	—	31	—	—	31
Primary School Programme	20	—	—	—	20
Reclaiming our heritage	40	28	(39)	—	28
Refugee and Asylum Seeker	3	53	(44)	—	12
Refugee Health Policy Action Group	14	60	(54)	—	20
Refugee Wellbeing	—	12	(12)	—	—
Restricted Legacies - Helen Oliver	154	—	-	—	154
Restricted Legacies - Research	394	—	(83)	—	311
Screening Inequality	111	—	(7)	1	105
SITUATE	4	36	(40)	—	—
SMHAFF Restricted	—	111	(71)	—	40
Standing together-Cymru	—	128	(128)	—	—
Stigma	17	122	(113)	—	26
Survivors	1	138	(139)	—	—
The ACES (Adverse Childhood Experiences) Resilience	9	31	(29)	—	11
Thriving Learners	—	90	(28)	—	62
Triumph	—	7	(7)	—	-
UOK	19	—	(8)	—	10
Visibility & Voices	—	19	(6)	—	13
VOX	1	116	(116)	—	—
What I Need to Tell You	4	13	(7)	—	9
Winston Churchill Memorial Trust	3	5	(8)	—	—
Women of Scotland	21	—	—	—	21
	967	2,280	(2,351)	564	1,460

Arts & Stigma

Working with See Me Scotland to commission an artist to create a new participatory artwork, which was delivered on the Isle of Lewis in Na h-Eileanan Iar. Final project event held during 2021 due to delays related to the pandemic.

Arts Festival Wales

After a successful inaugural programme, the Green Ribbon Arts Festival (GRAF) in Wales is now in its second year which includes a 2-day conference funded by the Baring Foundation and Arts Council of Wales.

Barnardo's Mental Health & Wellbeing Evaluation

Commissioned by Barnardo's for their three Mental Health and Wellbeing Core Priority Programme Strategic Research Partnerships' work in Renfrewshire, North Tyneside and Northern Ireland. The aims of these strategic partnerships are to facilitate systems change around Mental Health and Wellbeing, and support the development of new innovative ways of working, so that children and young people have improved mental health and wellbeing outcomes and the demand on secondary mental health service provision is reduced.

Becoming a Man (BAM)

A trauma-informed mentoring and counselling project in Lambeth, which integrates clinical theory and practice, men's rites of passage work and a dynamic approach to youth engagement. Over a two-year curriculum, the programme offers in-school activities that promote relational and emotional learning strongly correlated with positive long-term outcomes in the areas of health, education and justice system involvement. We are currently delivering weekly group counselling sessions (BAM Circles) to 18 groups of up to young men at risk of becoming involved in serious youth violence, across three schools in Lambeth.

Commission and Creative Network

With funding from the Baring Foundation this project worked with 3 artists across Scotland (Glasgow, Fife and the Highlands) worked with participants in their local communities to support them to make creative work exploring mental health issues. In tandem the Mental Health Arts Network was developed as a plan for a peer-to-peer support network for people who are either already making or are interested in making creative work about mental health.

COVID Research

Working with the University of Cambridge, De Montfort University, Swansea University, the University of Strathclyde and Queen's University Belfast, the

Mental Health Foundation is leading an ongoing, UK-wide, repeated cross-sectional study of how the pandemic is affecting people's mental health. We are producing briefings, publishing academic papers, and sharing our findings with government officials and stakeholders across the four UK nations.

COVID Response Programme

Our Covid Response programme works with partner organisations to create new projects across the UK, targeting three beneficiary populations identified by our longitudinal Covid study as having more mental health challenges due to the pandemic: people with long-term conditions, lone parents and people from BAME communities. The Programme is match-funded from external sources and the MHF designated funds.

COVID Youth Panel

With funding from the National Lottery Community Fund's Awards for All. Using the hashtag #morethanacondition the youth panel was facilitated remotely to raise awareness of how young people living with long term health conditions are facing additional challenges to their mental health as a result of the coronavirus.

Dads, football and Public Engagement

Funded by the Wellcome Trust and delivered in partnership with Cardiff City FC Foundation, the Dads and Football project engaged dads through football to understand more about the life changing transition for men as they become dads and the impact on their mental health. The main aims were to help support the health and wellbeing of those dads and improve engagement in research into men's perinatal mental health. The project came to an end in July 2021.

Drawing Neighbours Together

Funded by Westminster City Council (Neighbourhood Keepers Programme) and working in partnership with Notting Hill Genesis, this project facilitates weekly group sessions with Penfold Court residents, using creativity to acknowledge the changing Church Street environment and support them to manage its impact on their wellbeing. Sessions were held online during the pandemic. The project came to an end in July 2021.

Edinburgh Summer Programme

MHF partnered with Thrive Edinburgh and secured funding from the Scottish Government Get into Summer funding scheme to support the mental health and wellbeing of young people in Scotland during summer 2021. Get into Summer aimed to ensure that children and young people most impacted by Covid-19 were supported to create opportunities to socialise, play and reconnect over the 2021 summer holidays.

In particular, the funding hoped to target young people aged up to 25 from low-income households who may otherwise struggle to access such experiences during the holidays. Staff from the 22 organisations were offered training from the Mental Health Foundation Scotland in the use of the StressLess Facilitator Pack to use and adapt as part of their summer activities.

Evaluation of DBI

Provision of Lived Experience Policy & Development Officer to support the evaluation of the Distress Brief Interventions (DBI) service being led by the University of Stirling. Ended in May 2021.

Gaming and Mental Health

Funds donated from individual gamers via The JingleJam 2020, an annual fundraiser hosted by the Yogscast group. The project uses digital qualitative research (mobile diaries, in-depth interviews) and secondary data analysis of gaming related searches and conversations online. The findings inform a co-design session with gamers to create solutions for gamers and the industry. The outputs have two target audiences relevant to the theory of change – games industry and gamers. Project came to an end in Feb 2022.

Gwynedd Youth Service

This is a ‘Learning Partner’ relationship where we ‘walked alongside’ the youth service to help them discover how they were impacting the mental health of young people, help them think through how to evaluate the work they were already doing and recommendations to go forward with. We will be continuing to work with Gwynedd youth services to measure the impact of the recommendations on the youth workers, youth and their partners.

Irish Men

The Comhar project in Camden and Islington addresses the prevalence of long-standing undiagnosed mental health problems in Irish men in North London aged 40 to 54, and their elevated risk of suicide, especially survivors of institutional abuse, and Travellers. Working with ICAP (Immigration Counselling & Psychotherapy), we improve the mental health, well-being and social connectedness of participants through targeted self-management training and peer support activities.

J Sinson (Research prize fund)

This fund represents an original donation of £10,000 in memory of Dr Janice Sinson, which is to be used for prizes in ongoing research competitions.

KidsTime Southwark

Funded by the National Lottery Community Fund and delivered in partnership with Our

Time, who have developed the KidsTime workshops over many years, and the London Borough of Southwark. The workshops provide support for both children and parents affected by parental mental health problems bringing whole families together to promote wellbeing and resilience. The Foundation successfully adapted the workshops for online delivery during the pandemic.

Mental Wellbeing Impact Assessment, Building Resilient Communities – A Partnership Approach (South Wales Police)

The Police and Crime Commissioner (PCC) for South Wales provided a grant to MHF to steer and shape a re-design of policing services around a well-being and resilience framework that can be understood across all areas of South Wales Policing. The project involved a review and scoping of existing services, considering how they support and help build resilient communities using the Mental Wellbeing Impact Assessment to prevent mental ill health including self-harm and suicide. The project was delivered in collaboration with the PCC, South Wales Police and Public Health Wales.

My Life My Future

In 2020, Feeling Our Way was developed in Nottingham City in response to the unique and heightened challenges faced by care leavers, particularly social isolation and rapidly deteriorating mental health, as a result of COVID lockdown restrictions. The project, in partnership with Nottingham City Council, provided to-the-doorstep Wellbeing Kits (practical tools such as mindfulness colouring, skipping ropes, self-care items); Digital access (mobile phones, free data, minutes, texts) and Digital Packs (psychoeducation, signposting, interactive resources such as films and quizzes) to promote good mental health and encouraging help-seeking.

New Scots Edinburgh Partnership

Supported with funding from the Asylum, Migration and Integration Fund (European Union) matched with support from the Scottish Government this project is working with unaccompanied young refugees living in Edinburgh. Working with lead partner City of Edinburgh Council and the NHS Lothian CAMHS and Cyrenians we are delivering a peer mentoring activity support the mental health and wellbeing of this group of young people.

Peer Education Project (PEP)

This project continues to increase engagements with schools, training thousands of Year 12 students as peer educators and reaching over 50,000 Year 7 students giving them the skills and knowledge to safeguard their mental health, know where to seek help, and be better able to support the mental health of their friends.

Picture This

Picture This is a new digital creative programme designed to help people in later life who are experiencing digital exclusion. As a response to the pandemic, the Mental Health Foundation partnered with Lloyds to deliver the project to help people in later life who are at the lower end of a digital scale. As well as letting participants explore their creativity during the course, the project gave them digital skills which can have a big impact on their lives, enabling them to create better connections online with their family and friends.

Reclaiming Our Heritage

Concluding the project which started in 2018 with funding from the National Lottery Community Fund. Delivered a series of participatory workshops, zine creation and an end of project event with the Oral history Centre at the University of Strathclyde.

Refugee and Asylum seeker (Perthyn Project)

Funded by Welsh Government and delivered in partnership with Cardiff and Vale College through their REACH+ Programme, project expansion involved recruiting and training refugee and asylum seeker men and woman to become peer leaders of their own groups using a HOPE theory. The groups provided a safe and empowering space to come together to increase emotional literacy, empathy and understanding and, in turn, help protect their mental health. The project came to an end in August 2021.

Refugee Health Policy Action Group

Supported with funds from the Scottish Government’s “Promoting Equality and Cohesion Fund” the project is working to develop local responses to refugee health support in local authorities across Scotland. This includes training volunteers from refugee backgrounds on mental health, policy development and delivering work in local authority areas.

Refugee Wellbeing

Supported through the Scottish Government’s COVID Wellbeing Fund. A series of online Community Conversation groups run for people from refugee and asylum-seeking backgrounds in Glasgow in partnership with Interfaith Glasgow, Govan Community Project and Saheliya.

Restricted Legacies – Research

Legators may choose to restrict the use of their legacy to the Foundation.

The balance relates to several legacies that the Foundation was instructed to use to further research into mental health. The balance is now being invested in research projects led by the Foundation in collaboration with partners including the University of

Cambridge in England and Strathclyde University in Scotland.

Scottish Government Mental Health Ref Group

With funding from the Scottish Government and in partnership with the Health & Social Care Alliance the Diverse Experiences Advisory Panel (DEAP) brings together people from various communities and backgrounds with varied lived experiences and perspectives. DEAP members draw on their experiences and perspectives to inform government policy and how it can support better mental health for people and communities across Scotland. The panel is recruiting members and will be operational during 2022-23.

Screening Inequality

Working with NHS Borders, Fife and Tayside with the support of the Scottish Government’s “Screening Inequalities Fund” to use research and learning to increase informed consent on screening uptake among people living with long term mental health problems and to increase the visibility of screening in mental health care. Project paused during the pandemic period with restart in late 2021.

SITUATE

Students In Transition at University: Aiming to enhance mental and social health and wellbeing is a joint project between University of Sussex and Mental Health Foundation. The aim of the project is to produce a sustainable, best-practice model for the higher education sector that supports students and promotes positive mental health and wellbeing at key educational transitions: from pre-university to university and between years at university.

Scottish Mental Health Arts and Film Festival (SMHAFF)

The 15th Scottish Mental Health Arts Festival took place from 3-23 May 2021 with support from partners including Creative Scotland, See Me, NHS Lothian and NHS Greater Glasgow & Clyde, featuring around 180 online and outdoor events across Scotland, and a new artist commission. It reached estimated audiences of over 9,000 people. The annual festival aimed to support the arts, explore how engagement in the arts can help prevent mental ill health and challenge preconceived ideas about mental health.

Standing Together - Cymru

Following the success of the original Standing Together project, which ran in London from 2015-2018, the Foundation secured funding from National Lottery Community Fund to run a three-year project which

aimed to improve mental health, wellbeing and build community connections for people in later life housing in South East Wales. The project came to an end in September 2021.

Stigma and Discrimination (See Me)

See Me is Scotland's Programme to tackle mental health stigma and discrimination. It is funded by the Scottish Government and Comic Relief and is co-managed by the Mental Health Foundation and the Scottish Association for Mental Health. Specifically working on the research and learning of See Me's programmes.

Stigma Report Card

Running with Scottish Mental Illness Stigma Study in partnership with See Me, Glasgow Caledonian University and the Lines Between. The aim of this study was to identify stigma and discrimination faced by people who reported living with severe, complex and/or enduring mental illness in Scotland. Results to be reported in 2022-23.

Survivors (Future Pathways)

Future Pathways supports recovery of people who have experienced abuse or neglect in care in Scotland. Future Pathways is funded by the Scottish Government and is managed by a group of organisations that make up the Future Pathways Alliance (Health in Mind, Penumbra, Greater Glasgow and Clyde Health Board's Trauma Service, and the Mental Health Foundation). The Foundation left the Alliance in March 2021.

The Adverse Childhood Experiences (ACE's) Resilience

The Welsh Government funded Cardiff & Vale University Health Board and the Mental Health Foundation to work across all schools in the Cardiff and Vale area (primary and secondary) building resilience with children, families, teachers and other staff that work with children and young people who have experienced adverse childhood traumas. The project came to an end by March 2022.

Triumph

Transdisciplinary Research for the Improvement of Youth Mental Public Health (TRIUMPH) Network brings together young people, health practitioners, policymakers and those working with voluntary organisations including the Foundation, with academics from across clinical, social sciences, arts and humanities, design, and computer sciences disciplines.

Thriving Learners

Thriving Learners is a pioneering study of student mental health in tertiary educational institutes across Scotland. Working with partners, Universities Scotland, Colleges Scotland and with funding from the Robertson Trust, the study will be undertaken over two years. With the knowledge and insight gathered, we will provide recommendations for best practice in prevention, early intervention and support of students' emotional wellbeing in Scotland's universities and colleges.

UOK

Psychoeducation and peer to peer-based project to support young people aged 16+ with the transition out of statutory education and onto independent living, work, and higher education. The project is currently funded by TUUT Charitable Trust, Garfield Weston Foundation, FASTn, Association of Colleges and London and South East Colleges for one year from Jan 2022.

Visibility & Voices

The Visibility & Voices programme commenced in October 2020 with funding from Glasgow City Council's "Glasgow Communities Fund". The purpose of this programme is to engage people from refugee and asylum-seeking backgrounds in civic life across the city. Centring lived experience it is working to benefit the health and wellbeing of refugees and asylum seekers through increased and focused civic participation.

Voices of Experience (VOX)

VOX Scotland is Scotland's national mental health service user collective that represents its members' views to Scotland's politicians and health professionals to make sure Scotland's laws and mental health services reflect service user needs and interests. VOX is Scotland's only national mental health advocacy organisation run by service users for service users. VOX is an independent organisation that has a service and support agreement with the Mental Health Foundation for its running and delivery.

What I Need to Tell You

Funded through the Self-Management Fund this project is working in partnership with Diabetes Scotland to develop a per support toolkit.

15. DESIGNATED FUNDS

Group and charity	At 1 April 2021 £'000	New designation £'000	Utilised/ released £'000	At 31 March 2022 £'000
Stephen Schick legacy	2,000	—	(500)	1,500
COVID Response Programme	2,000	—	—	2,000
Foundation Offices Property Fund	6,500	174	—	6,674
	10,500	174	(500)	10,174

Group and charity	At 1 April 2020 £'000	New designation £'000	Utilised/ released £'000	At 31 March 2021 £'000
Stephen Schick legacy	2,500	—	(500)	2,000
COVID Response Programme	2,000	—	—	2,000
Foundation Offices Property Fund	5,500	1,000	—	6,500
	10,000	1,000	(500)	10,500

16. PERMANENT ENDOWMENT FUNDS

Group and charity	At 1 April 2021 £'000	Additions £'000	At 31 March 2022 £'000
Wilke Fund	12	—	12
Lander Fund	33	—	33
	45	—	45

Group and charity	At 1 April 2020 £'000	Additions £'000	At 31 March 2021 £'000
Wilke Fund	12	—	12
Lander Fund	33	—	33
	45	—	45

The above funds represent permanent endowment which must be retained indefinitely and held as capital. Both funds are constituted under separate trust deeds. Under the deed of trust relating to the Wilke Fund, all income arising from the capital sum may be used for the general purposes of the charity and it is credited, therefore, to general funds on receipt. Under the terms of the deed governing the Lander Fund, 25% of the income generated by the fund each year must be added to the capital sum and be retained as part of the permanent endowment. The remaining 75% of the income may be credited to general funds on receipt and used for the general purposes of the charity.

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Group	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2022 Total funds £'000
Tangible fixed assets	26	—	6024	—	6,050
Investments	8,751	—	—	45	8,796
Net current assets	(1,856)	1,771	4,150	—	4,065
	6,921	1,771	10,174	45	18,911

Charity	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2022 Total funds £'000
Tangible fixed assets	24	—	6024	—	6,048
Investments	8,751	—	—	45	8,796
Net current assets	(1,966)	1,771	4,150	-	3,955
	6,809	1,771	10,174	45	18,799

Group	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2021 Total funds £'000
Tangible fixed assets	23	—	—	—	23
Investments	5,163	—	—	45	5,208
Net current assets	1,305	1,460	10,500	—	13,265
	6,491	1,460	10,500	45	18,496

Charity	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2021 Total funds £'000
Tangible fixed assets	21	—	—	—	21
Investments	5,163	—	—	45	5,208
Net current assets	1,131	1,460	10,500	—	13,091
	6,315	1,460	10,500	45	18,320

The total unrealised gains as at 31 March 2022 constitutes movements on fair value and are as follows:

	2022 £'000	2021 £'000
Unrealised gains included above:		
On investments	796	208
Total unrealised investment gains at 31 March 2022	796	208
Reconciliation of movements in unrealised gains:		
Unrealised gains at 1 April 2021	208	—
Less: in respect of disposals in the year	—	—
	—	—
Add: net gains arising on fair value movement arising in the year	588	208
Total unrealised gains at 31 March 2022	796	208

18. OPERATING LEASE COMMITMENTS

At 31 March 2022 the charity had the following total minimum lease payments under non-cancellable operating leases:

	Land and buildings		Other	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Operating leases which expire:				
- Within one year	89	37	—	—
- After one but within two years	87	2	—	—
- After two but within five years	282	—	—	—
	458	39	1	1

19. RELATED PARTIES

During the year ended 31 March 2022, the group had no related party transactions (2021: None).

20. ULTIMATE PARENT UNDERTAKING AND CONTROLLING PARTY

The immediate parent undertaking is The Mental Health Foundation. The ultimate parent undertaking and controlling party is The Mental Health Foundation, a company incorporated in England and Wales.

The Mental Health Foundation is the parent undertaking of the largest and smallest group of undertakings to consolidate these financial statements at 31 March 2022.

The consolidated financial statements of The Mental Health Foundation are available from Unit 2, 197 Long Lane, SE1 4PD.

21. COMPARATIVE GROUP AND CHARITY STATEMENT OF FINANCIAL ACTIVITIES

Group	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2021 Total funds £'000
Income from:						
Donations		7,671	19	—	—	7,690
Legacies		1,730	—	—	—	1,730
Fundraising events		376	—	—	—	376
Investments		12	—	—	—	12
Charitable activities						
- Statutory grants receivable	1	—	559	—	—	559
- Other grants	1	33	1,686	—	—	1,719
- Charitable trading activities	2	769	16	—	—	785
Total income		10,591	2,280	—	—	12,871
Expenditure on:						
Raising funds		1,288	—	—	—	1,288
Charitable activities	3					
- Mental Health Programmes		1,832	1,729	—	—	3,561
- FPLD		39	58	—	—	97
- Information, education, dissemination and advisory services programme		2,400	564	—	—	2,964
Total expenditure		5,559	2,351	—	—	7,910
Operating income (expenditure) for the year before transfers		5,032	(71)	—	—	4,961
Unrealised gains on investment		208	-	—	—	208
Net income (expenditure) for the year before transfers		5,240	(71)	—	—	5,169
Transfers between funds		(1,064)	564	500	—	-
Net movement in funds		4,176	493	500	—	5,169
Reconciliation of funds:						
Funds brought forward at 1 April 2020		2,315	967	10,000	45	13,327
Funds carried forward at 31 March 2021		6,491	1,460	10,500	45	18,496

Charity	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2021 Total funds £'000
Income from:						
Donations		7,671	19	—	—	7,690
Legacies		1,730	—	—	—	1,730
Fundraising events		376	—	—	—	376
Investments		12	—	—	—	12
Charitable activities						
- Statutory grants receivable	1	—	559	—	—	559
- Other grants	1	33	1,686	—	—	1,719
- Charitable trading activities	2	103	16	—	—	119
Total income		9,925	2,280	—	—	12,205
Expenditure on:						
Raising funds		1,288	—	—	—	1,288
Charitable activities	3					
- Mental Health Programmes		1,832	1,729	—	—	3,561
- FPLD		39	58	—	—	97
- Information, education, dissemination and advisory services programme		1,742	564	—	—	2,306
Total expenditure		4,901	2,351	—	—	7,252
Operating income (expenditure) for the year before transfers		5,024	(71)	—	—	4,953
Unrealised gains on investment		208	—	—	—	208
Net income (expenditure) for the year before transfers		5,232	(71)	—	—	5,161
Transfers between funds		(1,064)	564	500	—	—
Net movement in funds		4,168	493	500	—	5,161
Reconciliation of funds:						
Funds brought forward at 1 April 2020		2,2147	967	10,000	45	13,159
Funds carried forward at 31 March 2021		6,315	1,460	10,500	45	18,320



@mentalhealthfoundation



@mentalhealth



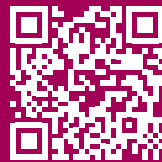
mentalhealthfoundation



info@mentalhealth.org.uk



www.mentalhealth.org.uk



London office

Mental Health Foundation
Unit 2, 193-197 Long Lane
London
SE1 4PD

Glasgow office

Mental Health Foundation
Units 1.01 - 1.04
274 Sauchiehall Street
Glasgow
G2 3EH

Cardiff office

Mental Health Foundation
Workbench
15-16 Neptune Court
Cardiff
CF24 5PJ



Registered with
**FUNDRAISING
REGULATOR**

Registered Charity No. England 801130 Scotland SCO39714. Company Registration No. 2350846.

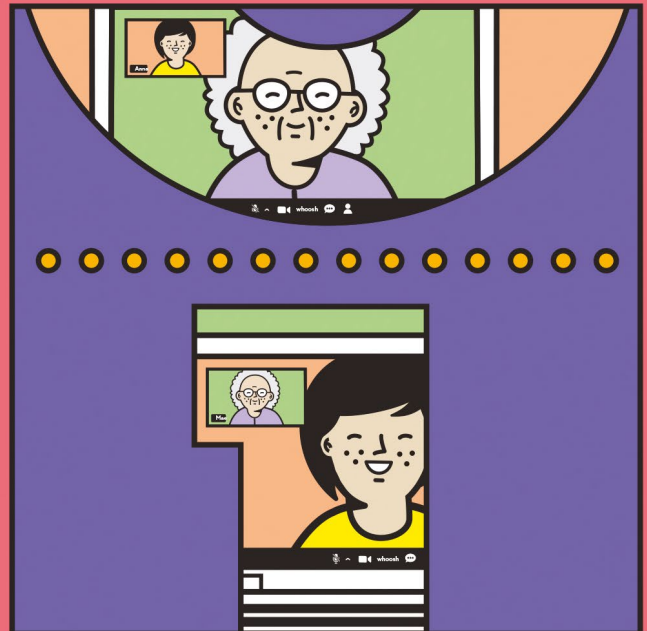
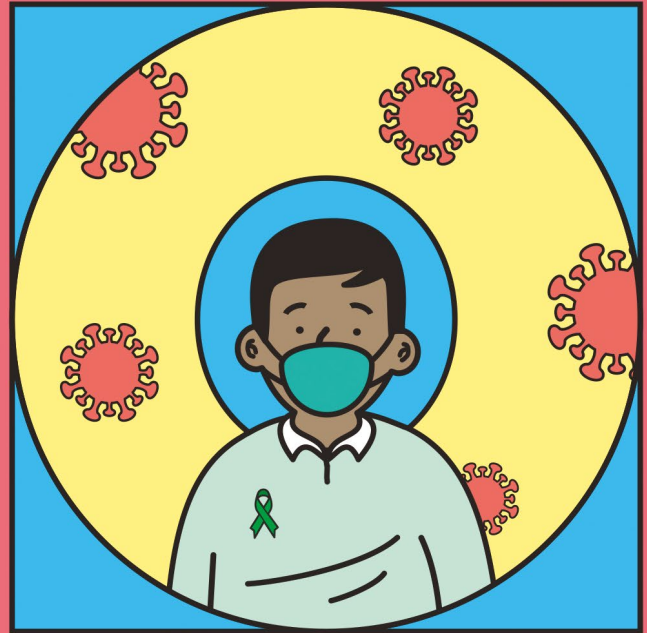
THE MENTAL HEALTH FOUNDATION

England & Wales - Charity number 801130

Accounts

ANNUAL ACCOUNTS

2020-21





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Administration



Patron	HRH Princess Alexandra The Hon Lady Ogilvy KG GCVO
Trustees	Aisha Sheikh-Anene (Chair) Kyla Brand (resigned March 2021) Linda de Caestecker (resigned October 2020) Gavin Davidson (joined January 2021) Jonny Jacobs Ann John Chris Martin Jenny Paton (Vice Chair) Karla Portilla (joined May 2021) Richard Scothorne (joined January 2021) Siobhan Sheridan Steve Workman Rosie Tressler OBE Narayanan Vaidyanathan Keith Leslie (resigned July 2020)
Secretary	Adrian Lance
President	Professor Jacqui Dyer OBE
Senior Management Team	Mark Rowland, Chief Executive Anna Kingsley-Nyinah, Director of HR and Wellbeing Antonis Kousoulis, Director for England & Wales Lee Knifton, Director for Scotland & Northern Ireland Sarah Tite, Director of Fundraising & Communication Adrian Lance, Director of Finance & Resources

Registered and principal office	Unit 2 193-197 Long Lane London SE1 4PN
Website	www.mentalhealth.org.uk
Twitter	@mentalhealth
Facebook	mentalhealthfoundation
Company registration number	O2350846 (England and Wales)
Charity registration numbers	England and Wales: 801130 Scotland: SC 039714
Auditor	Buzzacott LLP 130 Wood Street London EC2V 6DL
Bankers	Coutts & Co 440 Strand London WC2R 0QS
Investment managers	CCLA Investment Management Limited COIF Charity Funds Senator House 85 Queen Victoria Street London EC4V 4ET
Solicitors	Bates Wells Braithwaite London LLP 10 Queen Street Place London EC4R 1BE

Introduction; Making prevention happen



The last year will be forever remembered for the global pandemic – a seismic event in all of our lives with impact in every area of our society.

Thousands of people have lost their lives, and millions of people have been directly affected by COVID. The long-term consequences of both the virus, and the national effort required to manage the pandemic will have a lasting impact on the lives of individuals and communities, and in the choices available to governments and organisations.

The pandemic has brought a new awareness of public health into our lives and into the decisions our leaders make. Up and down the country people have become aware that to address the public health challenges of our time will take political leadership, individual action, and collective belief. Our own research also tells us that more people than ever have become aware of their own mental health, through the challenges and opportunities they've faced. In this context, and at this time, the need for a charity focused on the prevention of poor mental health has never been clearer.

When we launched our new strategy in 2020, we set out to demonstrate that people's mental health is determined not just by chance, but by a range of factors that can be changed. We made the case that preventing mental ill-health was not just possible but urgent - and would need a radical shift in thinking to achieve. We remain all the more committed to this view.

Good mental health is important for individuals, communities, and nations - and from individual wellbeing to national policy, we can do better. As it stands, the people least likely to enjoy good mental health are the ones who face the greatest challenges and inequalities in life, and that must change.

People living with mental health problems face some of the most challenging inequalities in our society and we need to ensure anyone who needs help can get effective, compassionate, person-centred support. But a public health approach insists we must address the causes of poor mental health as well as the symptoms, especially in the pandemic recovery. We have recognised that our mental health does not operate in a vacuum. During the pandemic we have been active in calling for joined up action to address issues like homelessness, loneliness, crime, poverty, racism, and economic inequality to see a sustained reduction in levels of diagnosable mental ill-health.

It will require sustained action nationally, locally, and individually to achieve the transformation necessary for future generations to reach their potential.

As a charity, we have a vision of good mental health for all. We exist to demonstrate how we can effectively improve people's mental health and remove the barriers that put people's mental health at risk. It is a big mission, and we all have a part to play.

Please join us.

Who we are



Our vision

Our vision is good mental health for all.

Our mission

The Mental Health Foundation works to prevent mental health problems. Helping people understand, protect and sustain their mental health.

We will drive change towards a mentally healthy society for all, and support communities, families and individuals to live mentally healthier lives, with a particular focus on those at greatest risk.

The Foundation is the home of Mental Health Awareness Week.

The practical things we do



1. Tell the world - why prevention is fundamental to effectively addressing the mental health crisis



3. Inform and empower - enable mentally healthier lives through public information and engagement



2. Find solutions - innovate universal and targeted evidence-informed community programmes for large numbers of people, generating and sharing evidence of what works in practice to prevent mental health problems, rooted in lived experience



4. Change policy and practice - build alliances and champion prevention in policies and changes to society that are adopted by Government and organisations

Introduction



BY AISHA SHEIKH-ANENE, **Chair of Trustees**
& MARK ROWLAND, **Chief Executive**

The 2020/21 financial year started just two weeks into the first UK lockdown of a global pandemic that would go on to become the greatest public health challenge in living memory.

In April we were about to press go on an ambitious expansion of our staff capacity – firing the rockets that would move us into a new orbit as a charity, and boldly set us on the path to making prevention happen in mental health.

Instead, we had to hold that future focus whilst diverting some of our efforts towards ensuring we could continue our mission, supporting staff to work from home and reframing our work to deliver within the operational and mental health challenges of the pandemic.

Our programmes rapidly adapted and rolled out new ways to deliver our work - from delivering art materials by bike to isolated older people, to training teachers online and connecting people through online peer support groups. Our subsidiary Mental Health at Work CIC took their face-to-face workplace programmes online, with a major development in content to meet the challenges of remote working to mental health – with an increase in reach and income from clients across the UK and beyond.

Due to the generosity of our supporters, we were able to play a full part in efforts to support the mental health of the nation, developing one of the UK's leading COVID information hubs and launching a major longitudinal study with four university

partners on the impact of COVID on the UK population. That study has delivered multiple waves of data and has been used directly by the UK and devolved governments for planning.

The study data has directly informed the development of our COVID Response Programme - a major investment of our charitable funds, to provide support directly for some of the communities most affected by the pandemic – it is a new model for us and a major step forward taking primary research into practise.

Mental Health Awareness Week took place in May 2020 – and we made the early decision to change the theme from Sleep to Kindness – a critical commodity as the impact of lockdown was felt. The theme captured the public mood and was one of the most popular in the twenty-year history of the week.

Throughout the pandemic we have placed the wellbeing and psychological safety of our staff at the centre of our attention – with peer support, coaching, enhanced wellbeing

days and leave backed up with investment in technology for home working as well as a priority on balancing personal and home demands, such as home schooling with work delivery. We developed and launched a new set of values based on both the strategy and the aspirations of our people, setting out to become a great place to work, where people do great work.

From the board down, we made a commitment to examine and address our approach to racial justice in our organisation and our work. This review, and the counsel of our Colourful Perspectives staff engagement group has enabled us to develop a clear plan for improving our practise and setting a course as an anti-racist organisation.

As the year progressed, we welcomed people to permanent new roles across the UK, supporting our growth with new and refreshed skills and increased capacity for programme delivery, communications, fundraising and business support.

Our programme of digital transformation continues and in the coming year we will see progress on the redesign of the charity's online presence, enabling us to reach more audiences with relevant content.

As we look ahead – to the coming year and the years beyond we do so with humility and hope. The pandemic has challenged us all in ways we couldn't imagine, but it has also demonstrated the best of humanity, and the central role mental health plays in our lives. With a renewed clarity of purpose, and strong foundations we are energised for the tasks that lie ahead.

AISHA SHEIKH-ANENE
Chair of Trustees

MARK ROWLAND
Chief Executive

Trustees' report



The trustees (who are also the directors of the charitable company for the purposes of company law) present their statutory report together with the consolidated financial statements of the Mental Health Foundation (the Foundation) and its subsidiary (Mental Health at Work) for the year ended 31 March 2021. The report has been prepared in accordance with Part VIII of the Charities Act 2011 and constitutes a directors' report for the purpose of company legislation.

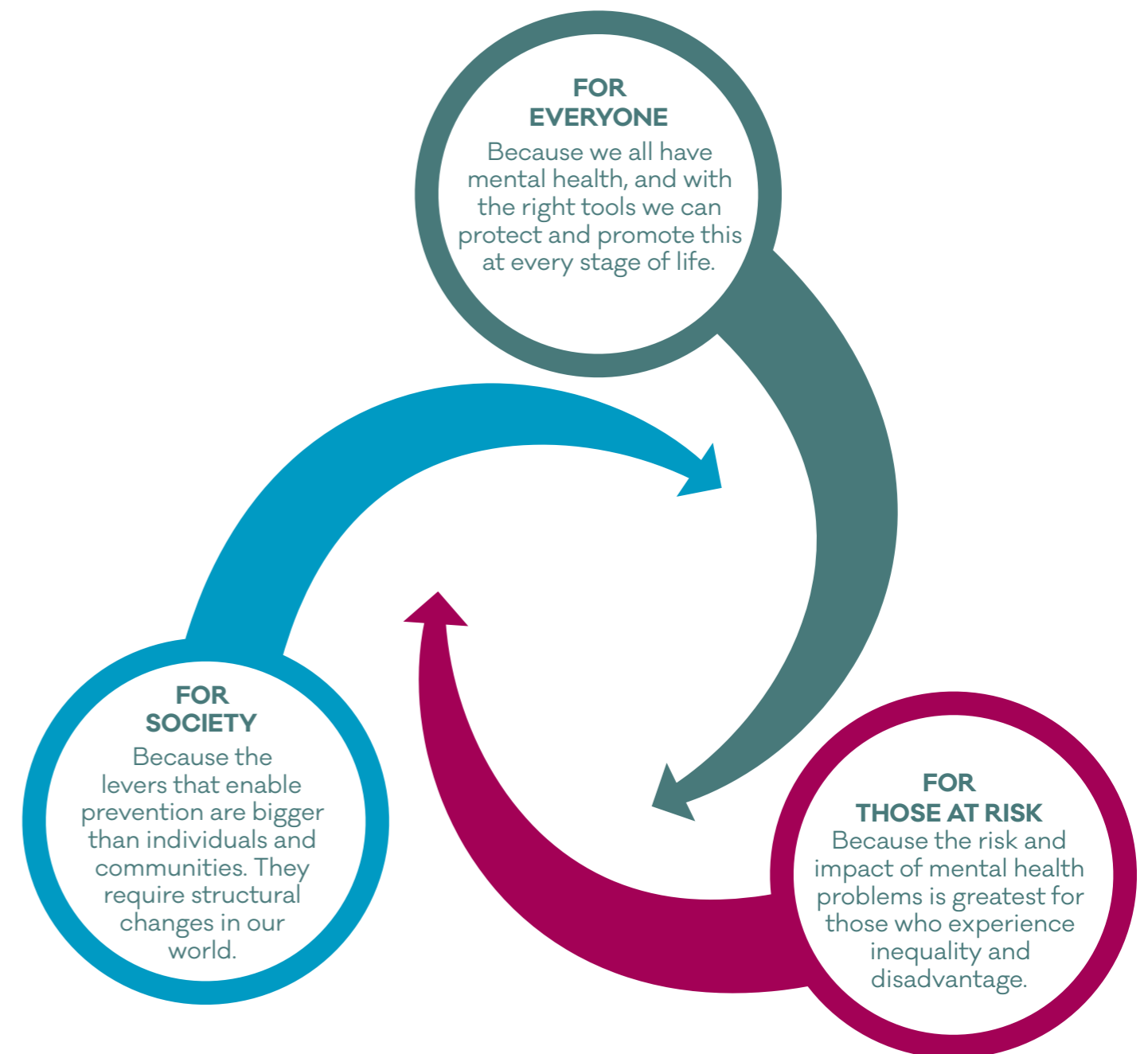
The financial statements have been prepared in accordance with the accounting policies set out on pages 36 - 38 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102).

The trustees confirm that they have had due regard to Charity Commission's guidance on public benefit.

Our prevention approach



Our strategy commits us to the development of prevention solutions – informed by the best evidence. We're placing this search for solutions in three key frames



Our values



To help us stay true to our mission and vision we have worked together to define our values – Side by side, Determined pioneers, Making a difference and Walking our talk.

They are who we are and who we strive to be. Working together in unison, they inspire us to be the best we can be and help us to make good decisions while building the foundations for a mentally healthier tomorrow.

And in everything we do we aim to bring these values to life, to create a world where good mental health is for all.

Side by side

We achieve through working together. We pursue connection and shared understanding. We embrace difference and lived experience. We trust our people and partners, and make space for reflection, fun and personal growth. We recognise, and own our power and privilege, and act with humility.

Determined Pioneers

We are passionate, committed, strive for excellence and rigour. We wrestle with tough issues and topics, willing to hold tension and complexity. We search for new approaches, challenge convention and push boundaries.

Making a difference

We are passionate about the role we can play in achieving positive change. We are about the outcome, not the glory. We generate and share evidence of what works. We are creative and action focused.

Walking our talk

We embrace diversity and operate with openness, prioritising the mental health of our staff and supporters. We recognise and learn from our mistakes and seek honest feedback, without spin. We recognise the need to keep listening and acting with authenticity.



Objectives & achievements

1

Tell the World

Why prevention is fundamental to effectively addressing the mental health crisis

LAST YEAR

Led on the UK-wide Coronavirus: Mental Health in the Pandemic study with the University of Cambridge, Swansea University, the University of Strathclyde and Queen's University Belfast.

Published a state-of-the-generation report, providing the latest evidence on the mental health of adults during key life transitions and how problems can be prevented.

Held an important conference on Mental Health and Prevention in partnership with the King's Fund.

Launched OPEN in April 2021; a diverse, digital community of 2,900 people, across four nations, who have signed up to support our work by sharing their views, experiences and feedback. We have gathered 1,668 individual responses for nine different projects, including the Government's women's health strategy, informed our Mind Over Mirror body image work which received extended media coverage, and helped to make our popular A-Z guides more accessible.

Launched Thriving Learners – a longitudinal study on student mental health and wellbeing funded by Robertson Trust in partnership with Universities Scotland and all of Scotland's higher education establishments. With over 15,000 respondents from learners studying in a Scottish higher education institution this is developing into

one of the most significant national studies of its kind.

Published reports from an exciting research collaboration with Barnardo's Strategic Partnerships for Children and Young People's Mental Health & Wellbeing. Alongside two scoping reviews, the most recently published baseline report provides insights into what supports systems change within children services in Scotland, England and Northern Ireland.

Published our multi-year evaluations from See Me, Scotland's national anti-stigma programme, which was presented at a national conference and has helped to secure a further five years of funding.

Completed a large-scale youth prevalence study for Northern Ireland with the Universities of Queens and Ulster, which we helped launch with NI Government and over 200 stakeholders.

Partnered with Queens University Belfast and the Department of Health in Northern Ireland to produce three reviews of evidence: on international policy and guidance in response to the COVID pandemic, international learnings from recent mental health policies, and transforming mental health services, which helped to inform the NI draft mental health strategy for 2021-31.

PLANS FOR THE YEAR GOING FORWARD:

We will be engaging OPEN members to gather powerful case studies.

We will complete an important study on the key drivers of poor mental health.

We will complete our Coronavirus: Mental Health in the Pandemic study through gathering insights on its impact on society and mental health. We will be forming recommendations for better mental health for all based on the learning from our data.

We will lead a national mental health stigma scorecard in Scotland based on the Australian model to shape future policy and practice.

We will publish Thriving Learnings Higher Education Student Mental Health and Wellbeing report and launch the second phase with a focus on student mental health and wellbeing within further education colleges.

We will partner with the London School of Economics to produce an up-to-date review of the evidence for the cost of mental illness to the UK and the cost-effectiveness of preventative interventions.

We will conduct research to investigate the relationship between welfare benefit conditions faced by lone parents and the mental health of themselves and their children.

We will complete a ground-breaking study of the impact of poverty shame and stigma on mental health across Scotland. This is part of a strategic partnership with the Poverty Alliance.

Objectives & achievements



Find solutions

Innovate universal and targeted evidence-informed community and peer programmes

LAST YEAR:

As COVID struck we pivoted our programmes to deliver them through online and blended approaches.

.....
Responded to the COVID pandemic by bringing together funders to create our COVID Response Programme. This has worked with funders to develop projects across the UK that will support some of those most affected by the pandemic.

.....
Adapted the well-established KidsTime Workshops for online-only delivery format due to COVID, which included the provision of tablets to families and re-writing programme curriculum.

.....
Expanded our community development programmes with refugees and asylum seekers across Scotland and Wales, who have experienced extreme pressures during COVID. This included adapting our Community Conversation to an online model.

Completed direct delivery projects in Wales – one addressed the isolation faced by the older adult (Standing Together Cymru), and the other addressed the emotional transition of becoming a father using the game of football (Kicking Off Fatherhood).

.....
Renewed our leadership of See Me, Scotland's national anti-stigma campaign, (which we manage with SAMH) for the next five years, evolving the programme into a capacity-building model.

.....
Initiated our Becoming a Man programme through partnerships within Lambeth Council and started delivering work in schools with at risk boys.

PLANS FOR THE YEAR GOING FORWARD:

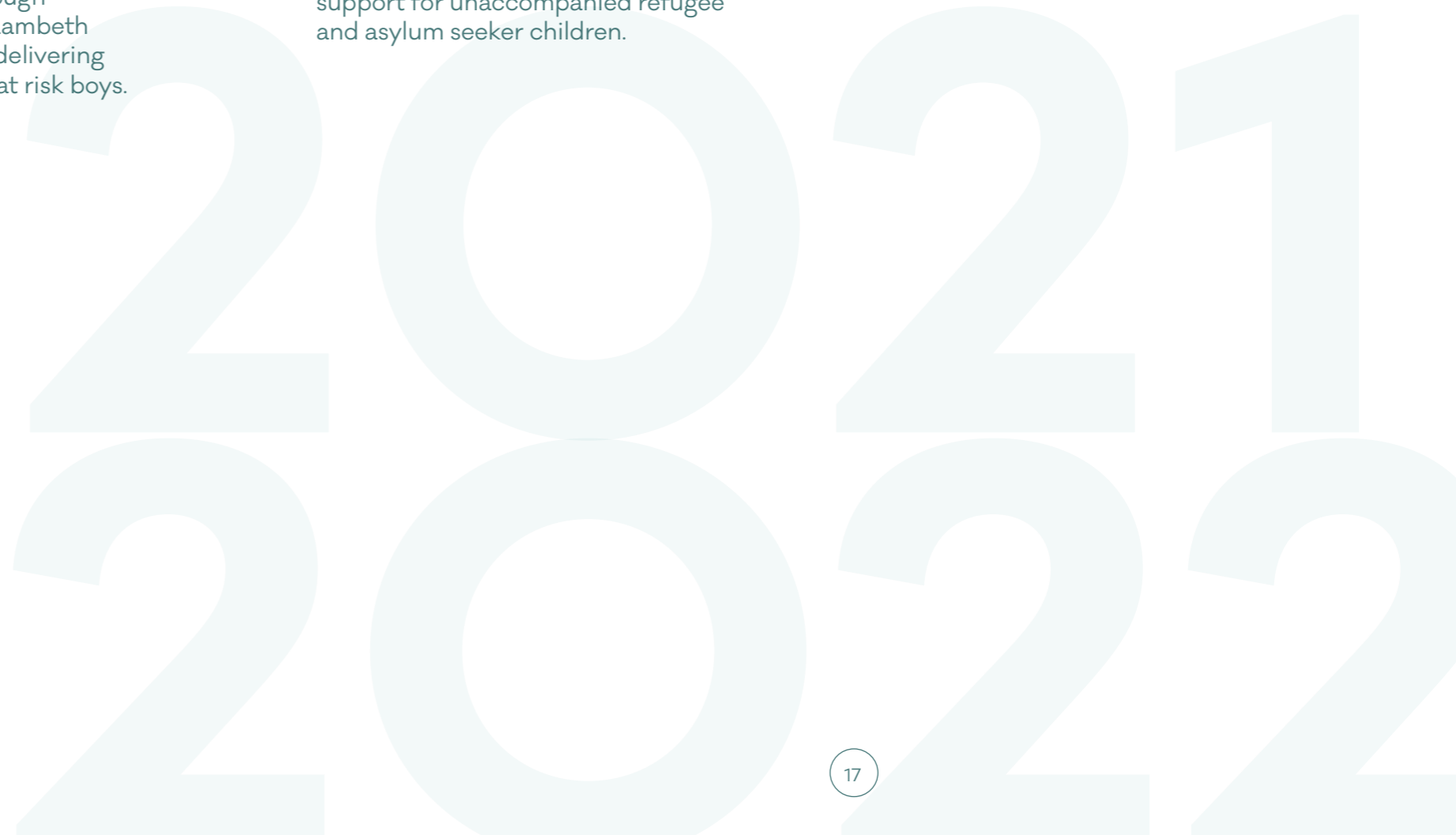
Implement our COVID Response Programme through building the capacity of organisations to better respond to the mental health and wellbeing needs of lone parents, people with long term conditions and black and minority ethnic communities.

.....
Implement our 'Stress Less' resource with over 3,000 disadvantaged young people in Edinburgh City and mainstream training with over 70 staff working with 20+ statutory and community-based organisations in partnership with Edinburgh Thrive.

.....
Work with Edinburgh Council to implement a new programme of support for unaccompanied refugee and asylum seeker children.

Expand our Peer Education Project and our peer-led mental health work in universities through partnerships at a national level in England.

.....
Scale our Young Mums Connect programme - a peer support model which uses a creative, psychoeducational, whole-family approach to mental health prevention within community settings and workforce training - borough-wide in the Royal Borough of Greenwich and city-wide across Nottingham City.



Objectives & achievements



Inform and empower

Enable mentally healthier lives through public information and engagement

LAST YEAR:

Launched a COVID Resource Hub to provide advice to the public on looking after their mental health during the pandemic. Including support based on the latest evidence, translated into many languages spoken in UK.

We ran a UK-wide campaign on Kindness during Mental Health Awareness Week, and produced a guide to show the positive impact helping others can have on mental health, including some tips on acts of kindness.

Published 'Thriving With Nature' guidebook with WWF, recognising the important role that nature plays in supporting positive mental wellbeing.

We made advice and support available through our multiple digital channels in the form of articles, podcasts, blogs and campaigns. This includes multi-lingual resources with tips on supporting mental health during the pandemic.

Hosted Voices of Experience, Scotland's national mental health advocacy organisation, to support hundreds of members through the pandemic.

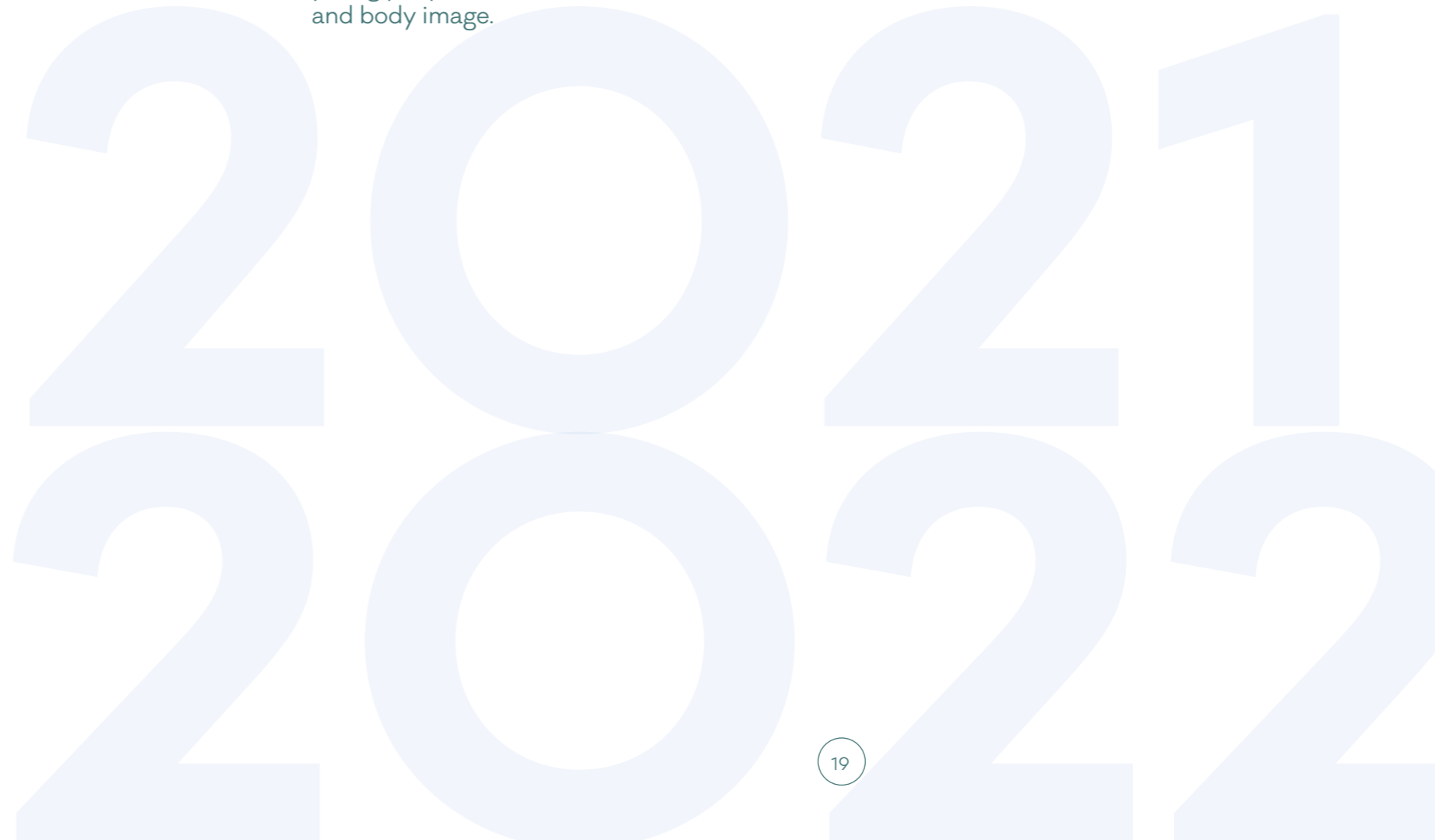
Sourced funding and led 'More Than A Condition' a co-produced digital campaign across Scotland for and by young people experiencing long-term health conditions. With leadership from five young people with long term conditions, the final #MoreThanACondition campaign directly engaged just under 2,500 people online and was seen by an estimated 100,000 people.

PLANS FOR THE YEAR GOING FORWARD:

Support Voices of Experience to grow so that they can expand their membership and provide expanded support and advocacy for people across Scotland who live with long term and enduring mental health conditions.

Develop and launch a new website that supports the needs of our audiences and helps us reach our ambition to become the leading digital destination for mental health.

We will produce in partnership with Children's Health Scotland, Digital Bricks and Scottish Government an online professional learning resource for all teachers and staff working in Scotland's schools to provide flexible training and learning on mental health and wellbeing, including important topics such as understanding emotions, talking to children and young people about mental health and body image.



Objectives & achievements



Change policy and practice

Build alliances and champion prevention in policies and changes to society that are adopted by Government and organisations

LAST YEAR:

Our findings from our UK-wide Coronavirus: Mental Health in the Pandemic study was presented at government level with particular engagement from the Scottish Government, Welsh Government, Northern Irish Assembly and UK Cabinet Office. Public Health England (PHE) has been using our reports in briefings about mental health in the pandemic and linked users to the advice we give.

Worked to advocate for appropriate arrangements for future public (mental) health improvement functions for England after the abolition of PHE was announced in August.

In March, we successfully advocated for the inclusion of refugees and asylum seekers in the Government's COVID Mental Health and Wellbeing Recovery Action Plan, as well as the inclusion of specific recognition of the importance of our Mental Health Awareness Week theme of Nature.

As a member of PHE's Prevention and Promotion working group, we provided expert advice on the development of the guidance for the Prevention Stimulus Fund in England. This £15m one-year fund was made available to some of the most deprived local authorities in England to address mental health inequalities, as part of England's COVID Mental

Health and Wellbeing Recovery Action Plan.

In consultation with our stakeholders in Wales, we developed a policy influencing strategy for Wales and a dedicated policy post.

We developed and launched our manifesto, Making Prevention Happen, for the Senedd 2021 Elections.

Renewed Scotland's Mental Health Partnership, taking over the chairing including developing a co-ordinated manifesto and campaign to feed into the Scottish election.

Developed, in consultation with supporters, and launched our manifesto campaign for the Scottish election – **#Wellbeing Society** – to influence party manifestos.

Continued to act as sponsor for Action 4 as part of Scotland's National Suicide Prevention Leadership Group. This includes taking a lead role in the development of the new pilot service for people bereaved by suicide.

Strengthened the prevention and inequalities focus in the Scottish Government's COVID Transition and Recovery Plan.

PLANS FOR THE YEAR GOING FORWARD:

Influencing work on the future of state public mental health functions in England.

Continue to Chair Scotland's Mental Health Partnership (comprising 17 mental health charities and professional bodies) to collectively influence policy.

Advocate for our recommendations to feature in each of the five main Scottish political parties' election manifestos, and to be translated into the new Programme for Government.

Achieve impact on the Northern Ireland Executive's new 10-year mental health strategy to ensure a prevention focus.

Develop a diverse reference group of citizens who will feed into and shape Scottish Government mental health policy.

Advocate for the Westminster government to commit investment in prevention work, in a sustainable Prevention Fund and increase in the Public Health Grant as part of the three-year Spending Review.

Continue to work in coalition with the Mental Health Policy Group and other mental health leaders in England to advocate for a comprehensive cross-government plan for preventing mental health problems.

Continue to provide advice to government on its development of a Mental Health Policy Tool, which is being designed for government departments to use for assessing the impact of new policy and legislation on people's mental health.

Continue to take a strategic role in suicide prevention in England through membership of the National Suicide Prevention Strategy Advisory Group, and in Scotland with oversight of Scotland's new bereavement support service and membership of National Suicide Prevention Leadership Group. As well as advocate for green social prescribing through membership of the Westminster government's advisory group on the Green Social Prescribing pilots.

Lobby for stronger provisions in the Online Safety Bill. This historic piece of legislation has the potential to legislate against content that is harmful to mental health, especially content related to suicide and self-harm and body image.

Continue to advise on and support the refresh of the Prevention Concordat for Mental Health through membership of PHE's advisory group.

Influence key stakeholders in Wales on our manifesto commitments, in particular, our calls for a national prevention strategy that tackles inequalities.

Continue to work with the Wales Alliance for Mental Health to influence key decisions.

Fundraising & communications



OUR APPROACH TO FUNDRAISING

Supporters of the Mental Health Foundation are at the heart of who we are and what we achieve towards our vision of good mental health for all.

We are grateful not just for all the support given but also the trust that is being gifted to us with each donation we receive.

Every donation is helping to transform lives. We would like to extend our thanks to the following for their support.

ROYAL PATRON

HRH Princess Alexandra The Hon Lady Ogilvy KG GCVO

FRIENDS OF THE FOUNDATION

Since 2014 the Friends of the Foundation (FoF) have raised over £500k, that have enabled the Foundation to work towards our vision of good mental health for all.

The FoF identified young people as their target area and worked with us to develop an evidence-informed prevention-focused program to help young people (and parents and teachers) better understand mental health and how to protect and sustain it. The result was the peer education program (PEP) which paired year 7 students with year 11 students who were their mentors. The PEP program has since become the only one of the Foundation's programs to be implemented across England, Scotland and Wales and is currently reaching over 20,000 students a year.

During the year it has been decided that the relationship has reached its natural conclusion. Therefore, we want to thank everyone who has been involved with FoF over the years, especially the Chair Fiorella Massey, and wish them well for the future.

UNRESTRICTED DONATIONS FROM TRUSTS AND FOUNDATIONS (GREATER THAN £1,000)

Peacock Charitable Trust	£ 27,000
Hugh & Mary Miller Bequest	£ 5,000
Souter Charitable Trust	£ 5,000
The Grace Trust	£ 3,000
The William and Mabel Morris Charitable Trust	£ 2,500
Clapp Family Charitable Trust	£ 2,132
Scouloudi Foundation	£ 2,000
Forest Hill Charitable Trust	£ 2,000
Ronald Miller Foundation	£ 1,575

LEGATORS

We are grateful to all the people who chose to support the Foundation with a gift in their Will. We have listed below all the legacies where a cash amount or quantifiable notification of more than £10,000 was received during the year 2020/21.

Walter Derick Pearce	£ 739,954
Stephen Schick	£ 275,000
ML & GE Thorp	£ 105,000
Richard Ian Gravil	£ 80,000
Audrey Kathleen Hemingway	£ 62,000
Ronald George Delany	£ 57,893
Margaret Joan Hudson	£ 40,000
Gweneth May Pearce	£ 35,000
Doris Baer	£ 28,088
John Charles Urquhart	£ 21,975
Olive Liddon-Hart	£ 20,000
Margaret Joan Hudson	£ 20,000
Rosemary Elizabeth Smith	£ 20,000
David William Lambert	£ 18,783
Mrs A M I Del Tufo	£ 15,000
Robert Stanley Molesworth	£ 14,334
Hilda Gertrude Franks	£ 12,559
John Baldwin Cheverton	£ 12,367
Mary Agnew	£ 10,000

Fundraising & communications



PUBLIC & COMMUNITY FUNDRAISING

The Mental Health Foundation is committed to ensuring we uphold our duty of care to our supporters, and effective regulation lies at the heart of this. The Foundation's fundraising and communications sub-committee of the board continues to have oversight of the Foundation's ethical policy and fundraising compliance.

We seek to uphold the highest standards of fundraising both of our staff and of the organisations who work on our behalf. We are registered with the Fundraising Regulator and are a member of the Institute of Fundraising as well as the Public Fundraising Operational Users Forum which oversees regulation of face-to-face activities. We have ensured that effective whistle-blowing policies are in place to ensure any poor practice is reported.

We monitor calls and we train fundraisers about how to protect vulnerable people that they engage with, as well as having commercial participator agreements in place with corporate partners. Although we received no formal complaints this year, we continue to monitor concerns that don't necessarily become complaints. We recognise the importance of complying with data regulations while also ensuring we continue to innovate and invest for the future.



Digital Transformation

Throughout the year, we have continued our work to achieve our ambition of becoming the UK's leading digital destination for mental health. We've grown our digital team and established strong governance structures to ensure that we have the capacity to deliver on our ambition; undertaken audience research so that we can better understand and address what our users want from our website; and selected a partner agency we'll be working with to build our new website platform. Over the year our audiences, both on our website and our social media channels, have continued to grow, our advice and tips on looking after our mental health are reaching more people than ever before.

Public Fundraising

We continued to connect with not just our wonderful existing but also new supporters in a range of ways throughout the pandemic. When lockdown started, as a team we responded by developing a special 'Thinking of You' postal mailing, so that our less digitally connected supporters did not miss out on our resources and tips on looking after their mental health.

We quickly adapted our fundraising campaigns to be online so that we could continue to reach people who wanted to support our life saving work. We also ensured that we were able to connect safely with people face-to-face, to continue recruiting hundreds of regular supporters. We launched a new campaign to engage our supporters on the telephone, helping to ensure a strong financial foundation.

Community Fundraising

Our community fundraising income remains strong, despite the challenges faced with restrictions making it difficult for people to carry out their events in person. Supporters just like you quickly adapted to a new, virtual way of fundraising including taking part in our new event Take Action, Get Active. You also blew us away with your innovative ideas for supporting our work: from quizzes, to live DJ sets streamed online, to virtual Yoga sessions – you name it, you did it!

Fundraising & communications



CORPORATE PARTNERSHIPS

At the heart of our work to expand our fundraising and engagement is an expansion of our corporate partnerships programme.

Corporate Partnerships pivoted its focus during the pandemic. Our newest and largest partner Zizzi had to temporarily close its doors along with many others from the hospitality sector, and many of our partners had to furlough employees and switch to working from home.

We focused our efforts on providing information and advice to employees in our partner companies as home working for many became the norm. Tips on how to best manage and sustain good mental health coupled with signposting for those who needed additional support meant our resources were shared widely across our partner companies.

£200,00

RECEIVED TOWARDS
A PROJECT TO
UNDERSTAND GAMING
AND MENTAL HEALTH

A welcomed high point in the year was the annual Jingle Jam, the world's biggest charity gaming event. We were delighted to have been chosen again as one of the beneficiary charities and as ever the event was an astounding success.

We received almost £200,000 enabling us to initiate a research project to better understand gamers' relationship with their mental health. We plan to create solutions to promote and protect players mental health in the coming year.

We would like to thank the following corporate partners, for their support, direct and in kind.

Lloyds	XPS Pensions Group
Jingle Jam	Withers LLP
Zizzi Restaurants Ltd	Brookfield Asset Management Agilent
Manolo Blahnik	Hearst UK

Spotlight on...



Lloyd's

Many UK companies acted quickly during the pandemic, recognising the need for immediate action to provide additional support to UK charities and those most impacted by the crisis.

As part of Lloyd's support for UK charities, Mental Health Foundation received £300,000 over two years, enabling us to reach 26,400 pupils per year through our peer education programme. It is delivered in secondary schools and provides young people with the tools they need to safeguard their mental health.

In addition they funded Picture This, a project for 120 older people in later life housing. We will create connections for isolated older people who are struggling with loneliness and provide them with training, wifi and equipment, so they are able to access a range of digital and online support, creating connections and improving their wellbeing.

Mental Health at Work

Our subsidiary, Mental Health at Work CIC, adapted rapidly to meet client needs around workplace mental health training as the pandemic changed working lives for most people. This involved changing content and structure to enable virtual delivery through facilitated workshops and webinars.

Over this period we directly reached 6,941 individuals, a 40% increase over the previous 12 months, directly working in over 50 corporate clients.

Clients included **Anglian Water, Coca Cola, Dell, Mizuho, Unicef** and **Which?**. Virtual delivery brought new business opportunities, enabling more people to be reached and has opened up the global market place for mental health and wellbeing.

In early 2021 work began on global programmes for **MediaCom, WPP** and **Coca Cola**, using research and scoping to ensure that customised content is relevant to each marketplace.



£436,425

RAISED THROUGH CORPORATE
PARTNERSHIPS 2020/2021

Mental Health Awareness Week

We have hosted Mental Health Awareness Week (MHAW) since 2001, with its purpose to highlight and promote a universal public mental health message. In previous years, we have examined how anxiety, stress, relationships and body image can impact on our mental health. In response to the lockdown, we decided to change the theme to Kindness to connect with the mood of the nation and provide a message of hope.

Usually, MHAW is a chance for events to take place in schools, universities, clubs, workplaces and communities around the country. This year, due to COVID, we had to use a digital approach instead.

Highlights:

- All major party leaders and numerous MSPs and MPs engaged with and shared our content, including **Keir Starmer's office** and **Nicola Sturgeon**.
- We met with the Mental Health Minister **Nadine Dorries** and Scottish Mental Health Minister **Clare Haughey**.
- The **Duke and Duchess of Cambridge** engaged with MHAW through radio and TV and social media outputs on three separate occasions.
- The week was covered in primetime **BBC** national TV news and **ITV** national TV news.
- We saw substantive media engagement across all four nations – England, Scotland, Northern Ireland and Wales.
- A very wide and eclectic range of celebrities and public figures engaged with the week including **Kourtney Kardashian, Rabbi Jonathan Sacks** and **Dame Kelly Holmes**.
 - We launched a new fundraising campaign called **Take Action, Get Active**. It was a 31-day challenge where supporters signed up to take on 30 minutes of movement every day for the month of May.
 - Our policy document was viewed **3,240** times compared to 312 times for last year's report.



WE SAW A 47%
GROWTH IN OUR
SOCIAL MEDIA
ENGAGEMENT.



WE HAD 1.3 MILLION
WEBSITE VIEWS —
75% HIGHER THAN
LAST YEAR.

Campaigns



SCOTTISH MENTAL HEALTH ARTS FESTIVAL

The Scottish Mental Health Arts Festival (SMHAF), led by the Mental Health Foundation, took place as an online programme from 4 May–31 July 2020. The festival programme included more than 75 events over 13 weeks, with over 10,000 online event engagements.

Originally scheduled for May 2020 only, the format was adapted due to COVID and UK-wide lockdown resulting in the enforced closure of arts venues, postponement of live events, and restrictions on large gatherings.

It became clear very quickly that it would not be possible to deliver the festival in its usual form, which usually features around 300 events taking place in regions across Scotland, programmed in collaboration with artists, activists, and local communities. Instead, we worked with partners and funders to deliver SMHAF 2020 online over a longer period - creating space for those involved to adapt and develop new projects and giving audiences an opportunity to enjoy as much of the programme as they could while dealing with the various pressures of life under lockdown.

It was also important that we maintained our commitment to sharing perspectives by hosting online discussions and workshops to facilitate dialogue, conversation, and learning around mental health – a key strategy for converting audiences from viewing or participating in high quality programming to deepening understanding of mental health and addressing stigma.

The theme for SMHAF 2020 was 'Perspectives'. This theme was chosen in collaboration with our network of artists, activists and mental health advocates that develop the festival and its regional programmes. Events were curated to bring together the perspectives of three key groups that shape the festival each year: people with lived experience, artists, and marginalised communities. This focus was reflected in many ways throughout the online programme, with the voices of people with lived experience embedded across all our events, workshops aimed at supporting creative communities, and events and a commission designed to amplify the voices of marginalised communities.



THE MENTAL HEALTH FOUNDATION
HELD 72% SHARE OF VOICE WHEN
COMPARED TO ALL MAJOR
ENGLAND MENTAL HEALTH
CHARITIES DURING MHAW.



OUR YEAR IN NUMBERS



over
46,000

people's mental health safeguarded through our programmes.

over
45,000

people contributed to our Coronavirus: Mental Health in the Pandemic study.



2,900

members in our OPEN (Our Personal Experience Network) network.



£307,000

donated via cash gift.

£420,000

donated via Direct Debit.

£6,322,000

donated via facebook.



Almost
8 million
website hits.



666,184

People connected via social media.

10,000

people participated in events during Scottish Mental Health Arts Festival

Financial review

FINANCIAL RESULTS FOR THE YEAR ENDED 31 MARCH 2021

The Foundation recorded a surplus of £5.2m compared to £6.1m the previous year.

Income – £12.9m (2020: £12.6m)

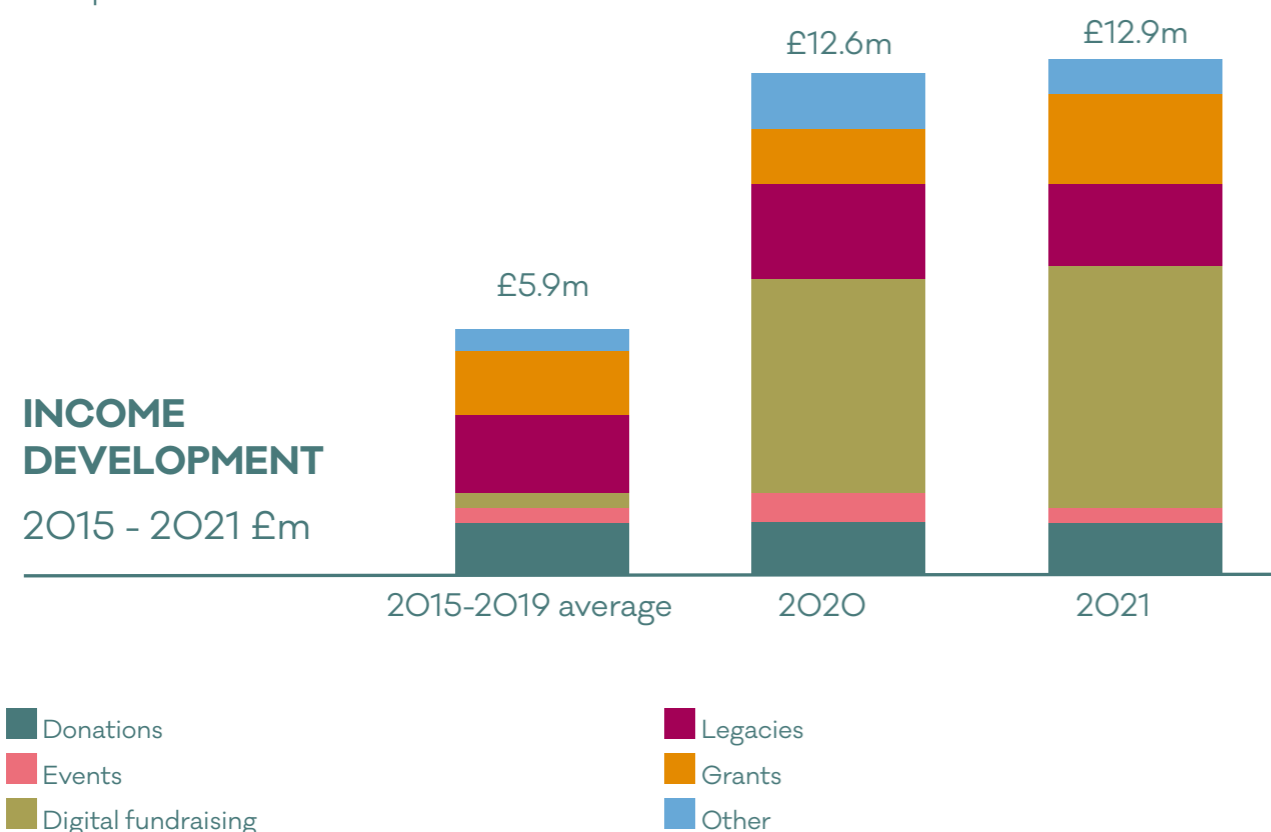
MHF's income shows a slight increase of 2% compared to last year, despite the significant drop in income from events and trading which were affected by the COVID restrictions (£1.2m as opposed to £2m in 2020).

There was a continuous growth in digital fundraising (£6.3m from 5.8m in 2020), where the adverse effects of restrictions for fundraising during the pandemic were not felt. Conversely, there was an increase in support for MHF's vision of good mental health for all.

Whilst legacy income can fluctuate significantly, it remained at a similar level as last year (£1.7m compared to £1.8m in 2020), which represents 13% of total income.

The proportion of restricted income has grown from 12% to 18% this year helping the Foundation to deliver more collaborative programmes of work.

The split of overall income streams, from the average for 2015- 2019, through 2020 to the current year can be seen below and shows the impact of continuous growth in digital fundraising as well as increased grant income in the current year, filling the gap of income loss due to the COVID restrictions.



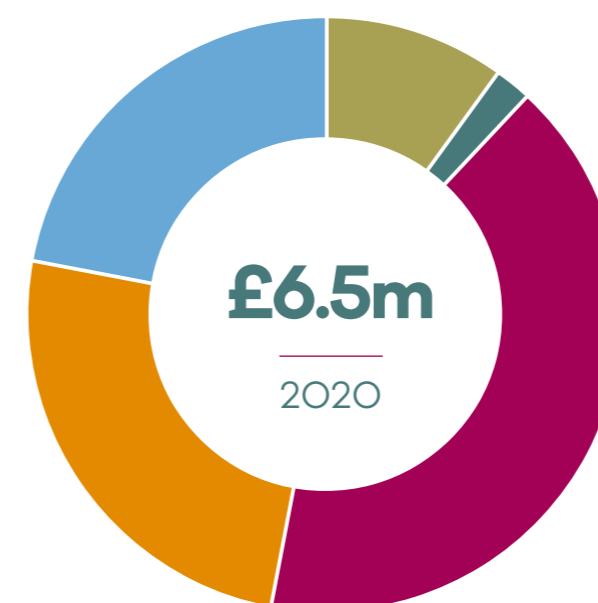
Expenditure – £7.9m (2020: £6.5m)

The total expenditure increase of £1.4m was principally due to the expanded activities in collaborative mental health programmes combined with the extra investment into our information, education, dissemination and advisory service programmes.

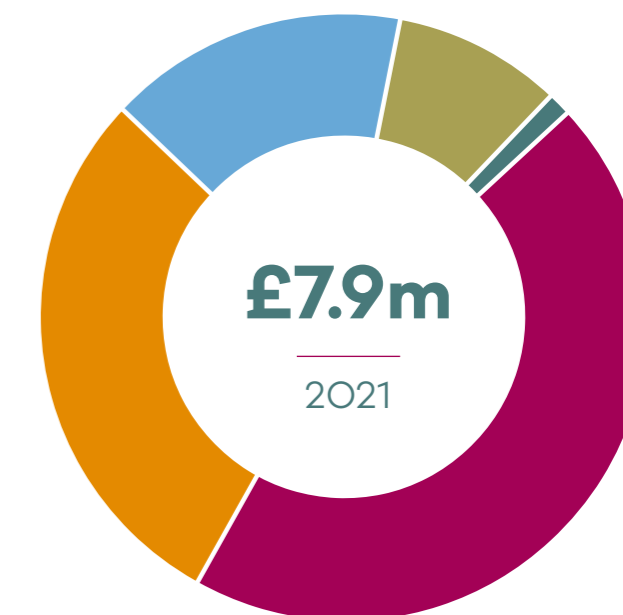
The Learning Disabilities programme was transferred to London South Bank University during this financial year, hence the decreased expenditure under this stream, as well as a decrease in fundraising activities reflecting the decline in income due to the pandemic.

The split of overall expenditure areas of MHF for 2021 and 2020 are shown below.

2019 - 2020



2020 - 2021



- FPLD (LEARNING DISABILITIES)
- MHAW CIC
- MENTAL HEALTH PROGRAMMES
- RAISING FUNDS
- INFORMATION, EDUCATION, DISSEMINATION AND ADVISORY

For more detailed analysis and explanation of MHF's financial position, including all the statutory requirements, please refer to our Annual Accounts report on our website: <https://rebrand.ly/MHF-reports>.

FINANCIAL REVIEW

(continued)



Balance Sheet

Net Assets £18.5m (2020: £13.3m).

The growth of £5.2m in the Net Assets is mainly reflected in the increase in cash balances invested and held at bank due to the continued generous unrestricted donations together with increase in debtors, influenced mainly by legacy accruals (£1.2m; £0.7m in 2020).

The total net assets are represented by unrestricted funds of £6.5m, restricted funds of £1.5m, designated funds of £10.5m (see details below), and permanent endowment funds of £45k which are to be held indefinitely by the charity.

Reserves policy

Charities hold reserves for a variety of reasons - to manage the charity's resources where income is subject to uncertainty in terms of timing, to ensure that the charity has sufficient financial resources to meet its upcoming liabilities, and to provide funds which enable the charity to take advantage of new investment opportunities when they arise.

In addition, given the impact of the COVID pandemic and the UK's exit from the EU, revenue streams will come under added pressure going forward, hence, a higher than usual reserve level will ensure we have stability for the coming years.

As noted above, the level of free reserves at 31 March 2021 was £6.5m. This represents about 8 months of expenditure. The trustees estimate that the charity's free reserves should be no less than three months expenditure and therefore this is a more than adequate level of reserves.

However, the trustees have decided that the Foundation should hold an additional amount in readily available cash reserves due to the

potentially uneven receipt of funds from legacies, digital fundraising and any other short-term cash necessity.

As a result, the trustees have set a total reserve level of 6 months which currently equates to £4.5m, so the £6.5m at 31 March 2021 was more than sufficient.

Whilst the trustees recognise that the Foundation's general reserves and cash reserves, £18.5m as of 31st March 2021, are currently significantly above their reserves policy, they anticipate that based on the planned designed fund usage, detailed below, and other planned activities these will be used during the strategy period, whilst enabling the Foundation to manage any impact from the coming period of economic uncertainty highlighted above.

Designated Fund Allocation

The Foundation is in the fortunate position that we are able to allocate recent surpluses to specific designated funds which will secure the long-term future of the Foundation as well as being able to further the strategic objectives of the Foundation.

Therefore, the designated funds have been allocated to the following three areas:

1. Office Purchases Fund £6.5m

Previously the Foundation was leasing offices in all three locations, London, Glasgow and Cardiff. We identified that it would be the right option to use some of our recent surpluses to purchase offices, ideally in all three locations, hence having assets that will secure its long-term future whilst decreasing on-going operations costs. Post year end, in July 2021, the Foundation purchased a new office in London (£6.0m including refurbishment), close to the previous office, which post refurbishment will be a huge step up in working environment for the staff and

FINANCIAL REVIEW

(continued)



enable the Foundation to move forward on a strong footing. The search for an office in Glasgow didn't produce anything appropriate so a new lease has been entered into in what will be a huge step up in work environment as well.

The search for an office in Cardiff commences in Autumn 2021 and we are hopeful we will be able to take the learnings from the London office purchase and find the right location for the Foundation to buy.

2. COVID Response Programme £2.0m

Following the decision during 2020 to set up a COVID Response Programme to try to help mitigate the impact of COVID upon the public's mental health, which has been profound and unequal, work started in earnest in Spring 2021. The Foundation is focusing on three groups who have been particularly negatively impacted by the COVID pandemic, lone parents, BAME and refugee communities and people with long term physical health conditions. The Foundation's insight has been informed by the evidence generated from its pandemic study which has shown the impact of the pandemic and subsequent lockdowns on the UK population and particular subgroups. The selected groups are also ones where the Foundation has existing experience of evidence-based practice and partnerships that we can draw upon. We have managed to secure matched funding of £1m so far and are looking to see if we can engage with other partners so we can amplify the impact from the programmes.

3. Stephen Schick - Resourcing the Strategy Fund £2.0m

With the implementation of the new strategy from 2020-2025, it has been identified that we need to invest in the Foundation to achieve the strategic aims. Therefore, £2.5m was set

aside, which was from the Stephen Schick Legacy, to finance the strengthening of the regional presence of the Foundation across the UK, to invest in fundraising, to develop programmes at scale, and to ensure the future financial sustainability of the Foundation.

During the first year of the strategy period, it was decided to use this mainly to invest in increasing staff capacity, which can be seen in the increase in staff numbers from 94 to 113.

Investment Policy

In light of the extremely generous donations we have had over the last four years, which have given us significant surpluses and hence a cash balance far in excess of what is required under the reserves policy, the trustees have decided that an element of these should be invested.

The rationale for this is that trustees have a duty to use the charitable assets to further the charity's aims, which in the case of financial investments will usually involve seeking the maximum return consistent with commercial prudence whilst ensuring a diversified portfolio.

Therefore, the trustees have decided that a mixed portfolio of property, investment fund(s) and cash is suitable for the Foundation.

The selected investment fund needed to be in line with the Foundation's aims, whilst providing a good risk/return profile.

The fund was deliberately chosen with ethical, environmental and sustainable criteria in mind.

Based on this the CCLA Charities Ethical Investment Fund <https://rebrand.ly/ccla-ethical-investment> was selected and £5m invested during the financial year 2020-21 which grew to £5.2m as at 31st March 2021.

Structure, governance & management



Constitution

The Mental Health Foundation is constituted as a company limited by guarantee, Company Registration No. 2350846 (England and Wales), and is a registered charity, Charity Registration Nos. 801130 (England and Wales) and SC 039714 (Scotland).

The Group's subsidiary, Mental Health At Work CIC, is a company limited by shares, Company Registration No. 10473373 (England and Wales).

Members' liability

In the event of the charitable company being wound up during the period of membership or within the year following, company members are required to contribute an amount not exceeding £1.

Trustees

The trustees constitute directors of the charitable company for the purposes of the Companies Act 2006 and are also members of the charitable company.

Trustees are appointed for an initial three-year term and may be re-elected for a further two three-year periods. In exceptional circumstances the board may resolve that a trustee may serve one further term of a maximum of three years. At any one time there must be a minimum of three trustees.

The recruitment of trustees is carried out by the Governance Committee which recommends individuals to be appointed by the Board as a whole. New trustees are sought through a number of different routes - from time-to-time trustee posts may be advertised.

Trustee induction and training

New trustees' induction is carried out by the chair and chief executive and they are additionally invited to spend time with any department of the Foundation in which they are interested. Training is provided as required.

Trustee meetings

The trustees must hold at least four Board meetings each year. In addition, the Board has four sub-committees which usually meet quarterly: Finance & People, Fundraising & Communications, Delivery & Development and Governance.

Statement of trustees' responsibilities

The trustees (who are also directors of the Mental Health Foundation for the purposes of company law) are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group and of the income and expenditure of the charitable company and the group for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their

STRUCTURE, GOVERNANCE AND MANAGEMENT

(continued)



accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102);

- make judgements and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that:

- so far as the trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Management arrangements

The trustees delegate the management of the Foundation to the staff team led by the chief executive and the senior management team (SMT). The chief executive has been in place since October 2018 and the full current SMT has been in place since January 2020.

Appointment policy

The Mental Health Foundation is an equal opportunities employer and applies objective criteria to assess merit. It ensures that no job applicant or employee receives less favourable treatment on the grounds of age, race, colour, nationality, religion, ethnic or national origin, gender, marital status, sexual orientation or disability.

Selection criteria and procedures are reviewed regularly to ensure that individuals are appointed and promoted on the basis of their relevant merits and abilities.

Wellbeing, Diversity and Inclusion

The Foundation is dedicated to the holistic wellbeing of colleagues and provides both traditional and bespoke support for staff such as an employee assistance scheme and in-house training for managers on

STRUCTURE, GOVERNANCE AND MANAGEMENT

(continued)



mental health in the workplace. We are deepening our understanding of how to fully embrace and celebrate all differences in our people and striving to create a sense of real belonging. A staff-informed process of continuous improvement is at the heart of developing action plans that demonstrate these commitments and we have signed up to the race at Work Charter and the Disability Confident Scheme.

Remuneration policy

The Mental Health Foundation is committed to ensuring a fair and equal remuneration process for all staff so that we can ensure all staff are paid appropriately for the work they do for us. The key management personnel of the charity comprise the trustees and the senior management team (SMT). The overall responsibility of the charity lies with the trustees who have delegated the day-to-day management of the charity to the SMT.

Responsibility for setting salaries for the CEO and members of the SMT rests with the trustees; responsibility for setting other salaries has been delegated to the SMT and CEO.

The Foundation has a pay and benefits system which provides a clear structure for salaries for new appointments and for salary progression for existing staff as well as clear criteria for evaluating and benchmarking new and changing roles for equitable pay.

Pension arrangements

The Foundation operates a non-contributory individual money-purchase scheme for all eligible members of staff, contributing 10% of pensionable salary to each employee's fund. Employees can additionally choose to make employee contributions to their pension. The scheme is fully compliant with auto-enrolment regulations.

Project delivery

Projects are delivered through a combination of in-house and external research, practice development, publications and other dissemination activities. Projects are supported by advisory committees of experts, if required. The Foundation has well-developed links with central government, the Scottish and Welsh governments, health, local government, housing and social services bodies across the United Kingdom, as well as professional bodies, academic research centres and voluntary sector organisations. It is committed to partnership work wherever this will maximise effectiveness and impact.

The Foundation has working relationships with many organisations, as described above. These are carefully curated in order to add value to the nature and content of the programmes as effectively as possible.

Risk management

The senior management team takes the lead in reviewing the key risks facing the Mental Health Foundation on a regular basis, after considering input from across the organisation. These are documented in a risk register, which is reviewed by the finance and people committee and approved by the trustees at least annually.

The risk register is updated to reflect recent operational and financial developments, strategic annual organisational objectives, and changes in the external environment. Each risk item is analysed according to its perceived potential impact and likelihood of occurrence, together with actions that either have been, or will be, taken in mitigation.

STRUCTURE, GOVERNANCE AND MANAGEMENT

(continued)



The on-going impact of COVID has changed the nature of some risks and highlighted new ones. Some of these risks have been more short-term in nature, e.g. how we move overnight from an organisation that is office based to one that works remotely and are being managed, whilst others will prove to be more enduring. The Foundation is in the fortunate position that the impact on income felt by so many of our peer organisations has not been felt in the same way so the need for short-term financial business continuity adjustments has not been necessary, although we will continue to monitor this going forward.

The principal risks currently facing the organisation are:

- Reputation and trust, including GDPR and fundraising regulation contravention and other legal claims.
- Failure to ensure the health and wellbeing of employees especially during the COVID crisis but also relating to wider issues and beyond.
- Failure to deliver on the new strategic plan and hence not being able to demonstrate the good done.
- A vulnerable person is exploited or harmed.
- A significant decrease in unrestricted income.

The plans and strategies for managing these risks are:

- Comprehensive induction process where all staff are trained on all legal requirements and the Foundation's values. Enhanced cybersecurity processes including information security policies and procedures and advanced email protection.

- Communication to and feedback from staff on plans and strategies during the COVID pandemic. Review of what provisions employees need with the new working arrangements. As offices reopen, full risk assessments, consultation and implementations plans have been in place. In addition, a stress risk assessment has been undertaken to identify any further areas that need addressing.
- Regular review by the senior management team and trustees of progress against the strategic plans. Clear identification of internal and external risks and issues as they arise and flexibility of approach. Careful communications strategy with contingency arrangements.
- Our safeguarding policy includes provision for a designated safeguarding officer who has responsibility for ensuring all staff who have contact with vulnerable adults and children are aware of their responsibility under the policy and the law.
- The Foundation has enhanced its Fundraising team so that new avenues of income can be explored.

Relating to the principal risks listed last year these are the main actions the charity has taken:

- The new five-year strategy has been implemented following staff and other stakeholder consultation including the vision and mission and our new aims and values. It has been reviewed after the first year and in light of COVID to see if it is still fit for purpose and a few minor clarifications are being proposed but it still holds well.
- When offices were opened during the year, strict COVID regulations were put in place

STRUCTURE, GOVERNANCE AND MANAGEMENT

(continued)

to ensure the wellbeing of staff. Staff have been involved in the plans for new offices to ensure that they will provide a high-quality work environment to enhance their wellbeing.

- The stewardship of the Foundation has been strengthened in the leadership team within the organisation but also by the recruitment of a number of new trustees.
- During the year the replacement of the website as part of a wider digital project has advanced to enable us to ensure we are engaging with donors and the wider population and understanding how we can try and sustain this for the long term.

The trustees have confirmed that there are procedures in line with key risks and other identified risks to prevent or manage their effects. These procedures include implementation of control systems and processes throughout the entire organisation, the transfer of risk to external insurers, and the management of risks that cannot be avoided.

The trustee's report, prepared under the Charities Act 2011, which also contains all information required in a Director's report by the Companies Act 2006, and the incorporated strategic report, prepared under the Companies Act 2006, were approved by and signed on behalf of the trustees

Approved by and signed on behalf of the trustees



24.11.21

AISHA SHEIKH-ANENE
Chair of Trustees

Independent auditor's report

TO THE TRUSTEES AND MEMBERS OF THE MENTAL HEALTH FOUNDATION

We have audited the financial statements of the Mental Health Foundation (the 'charitable parent company') and its subsidiary (the 'group') for the year ended 31 March 2021 which comprise the consolidated statement of financial activities, the charitable parent company and group balance sheets, the consolidated statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable parent company's affairs and those of the group as at 31 March 2021 and of the group's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities

under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable parent company and group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report

INDEPENDENT AUDITOR'S REPORT

(continued)

and consolidated financial statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable parent company and of the group and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- proper and adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable

INDEPENDENT AUDITOR'S REPORT

(continued)

company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable parent company's and the group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable parent company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances

of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

How the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charitable parent company and the group through discussions with key management and from our knowledge and experience of the charity sector;
- We focused on specific laws and regulations which we considered may have a direct material effect on the accounts or the activities of the charitable parent company and group. These included but were not limited to the Companies Act 2006, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the

INDEPENDENT AUDITOR'S REPORT

(continued)

United Kingdom and Republic of Ireland (FRS 102) (effective 1 January 2019) and the Code of Fundraising Practice; and

- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of key management and review of minutes of trustees' meetings.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of key management as to where they considered there was susceptibility to fraud and their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Tested and reviewed journal entries to identify unusual transactions;
- Carried out substantive testing of expenditure including the authorisation thereof;
- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of trustees; and
- Enquiring of as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

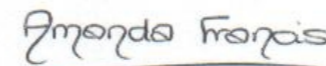
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT

(continued)

Use Of Our Report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charity's trustees as a body, in accordance with Section 44(1) (c) of the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Amanda Francis

2 December 2021

Senior Statutory Auditor

For and on behalf of Buzzacott LLP, Statutory Auditor

130 Wood Street
London
EC2V 6DL

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

GROUP STATEMENT OF FINANCIAL ACTIVITIES

(including income and expenditure account)

YEAR TO 31 MARCH 2021

Group	Note	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	Total 2021 funds £'000	Total 2020 funds £'000
Income from:							
Donations		7,671	19	—	—	7,690	7,174
Legacies		1,730	—	—	—	1,730	1,833
Fundraising events		376	—	—	—	376	904
Investments		12	—	—	—	12	43
Charitable activities							
- Statutory grants receivable	1	—	559	—	—	559	370
- Other grants	1	33	1,686	—	—	1,719	1,177
- Charitable trading activities	2	769	16	—	—	785	1,106
Total income		10,591	2,280	—	—	12,871	12,606
Expenditure on:							
Raising funds		1,946	—	—	—	1,946	2,053
Charitable activities	3						
- Mental Health Programmes		1,832	1,729	—	—	3,561	2,675
- FPLD		39	58	—	—	97	152
- Information, education, dissemination and advisory services programme		1,742	564	—	—	2,306	1,621
Total expenditure		5,559	2,351	—	—	7,910	6,501
Operating income (expenditure) for the year before transfers		5,032	(71)	—	—	4,961	6,105
Unrealised gains on investment		208	—	—	—	208	—
Net income (expenditure) for the year before transfers	5	5,240	(71)	—	—	5,169	6,105
Transfers between funds	14	(1,064)	564	500	—	—	—
Net movement in funds		4,176	493	500	—	5,169	6,105
Reconciliation of funds:							
Funds brought forward at 1 April 2020		2,315	967	10,000	45	13,327	7,222
Funds carried forward at 31 March 2021		6,491	1,460	10,500	45	18,496	13,327

All of the group's activities derived from continuing operations during the above two financial periods. A full comparative statement of financial activities for the previous year is shown in note 21 to these financial statements.

CHARITY STATEMENT OF FINANCIAL ACTIVITIES

(including income and expenditure account)

YEAR TO 31 MARCH 2021

Charity	Note	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	Total 2021 funds £'000	Total 2020 funds £'000
Income from:							
Donations		7,671	19	—	—	7,690	7,174
Legacies		1,730	—	—	—	1,730	1,833
Fundraising events		376	—	—	—	376	904
Investments		12	—	—	—	12	43
Charitable activities							
- Statutory grants receivable	1	—	559	—	—	559	370
- Other grants	1	33	1,686	—	—	1,719	1,177
- Charitable trading activities	2	103	16	—	—	119	439
Total income		9,925	2,280	—	—	12,205	11,939
Expenditure on:							
Raising funds		1,288	—	—	—	1,288	1,416
Charitable activities	3						
- Mental Health Programmes		1,832	1,729	—	—	3,561	2,675
- FPLD		39	58	—	—	97	152
- Information, education, dissemination and advisory services programme		1,742	564	—	—	2,306	1,621
Total expenditure		4,901	2,351	—	—	7,252	5,864
Operating income (expenditure) for the year before transfers		5,024	(71)	—	—	4,953	6,075
Unrealised gains on investment		208	—	—	—	208	—
Net income (expenditure) for the year before transfers	5	5,232	(71)	—	—	5,161	6,075
Transfers between funds	14	(1,064)	564	500	—	—	—
Net movement in funds		4,168	564	500	—	5,161	6,075
Reconciliation of funds:							
Funds brought forward at 1 April 2020		2,147	967	10,000	45	13,159	7,084
Funds carried forward at 31 March 2021		6,315	1,460	10,500	45	18,320	13,159

All of the charity's activities derived from continuing operations during the above two financial periods. A full comparative statement of financial activities for the previous year is shown in the appendix to these financial statements.

BALANCE SHEETS

AS AT 31 MARCH 2021

	Notes	Group		Charity	
		2021 £'000	2020 £'000	2021 £'000	2020 £'000
Fixed assets					
Tangible assets	10	23	28	21	28
Investments	11	5,208	45	5,208	45
		5,231	73	5,229	73
Current assets					
Debtors	12	2,515	1,878	2,360	1,740
Investments	11	-	408	-	408
Cash at bank and in hand		11,846	12,031	11,360	11,618
		14,361	14,317	13,720	13,766
Liabilities					
Creditors: amounts falling due within one year	13	(1,096)	(1,063)	(629)	(680)
Net current assets		13,265	13,254	13,091	13,986
Total net assets		18,496	13,327	18,320	13,159

REPRESENTED BY: FUNDS AND RESERVES

Income funds

Unrestricted funds		6,491	2,315	6,315	2,147
Designated funds	14	10,500	10,000	10,500	10,000
Restricted funds	15	1,460	967	1,460	967
		18,451	13,282	18,275	13,114

Capital funds

Permanent endowment funds	16	45	45	45	45
		18,496	13,327	18,320	13,159

Signed on behalf of the trustees by:



24.11.21

AISHA SHEIKH-ANENE
Chair of Trustees

Mental Health Foundation, Company Limited by Guarantee
Registration Number O2350846 (England and Wales)
Approved by the trustees on 11 November 2020

GROUP STATEMENT OF CASH FLOWS

YEAR TO 31 MARCH 2021

	Notes	2021 £'000	2020 £'000
Cash flows from operating activities:			
Net cash provided by operating activities	A	4,352	8,555
Cash flows from investing activities:			
Investment income received		12	43
Purchase of tangible fixed assets		(1)	(33)
Release of fixed asset cash deposit		45	—
Long term cash investment		(5,000)	—
Net cash provided by investing activities		(4,944)	10
Change in cash and cash equivalents in the year		(592)	8,565
Cash and cash equivalents at 1 April 2020	B	12,438	3,874
Cash and cash equivalents at 31 March 2021	B	11,846	12,438

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR TO 31 MARCH 2020.

A: Reconciliation of net movement in funds to net cash provided by operating activities

	2021 £'000	2020 £'000
Net movement in funds (as per the statement of financial activities)	5,169	6,105
Adjustments for:		
Depreciation Charge for the year	7	5
Interest Received	(12)	(43)
Unrealised investment gain	(208)	—
(Increase)/decrease in Debtors	(637)	2,113
Increase/(decrease) in Creditors	33	375
Net cash provided by operating activities	4,352	8,555

B: Analysis of cash and cash equivalents

	2021 £'000	2020 £'000
Total cash and cash equivalents:		
Cash at bank and in hand	11,846	12,030
Short term cash investments	—	408
	11,846	12,438

No separate statement of changes in net debt has been prepared as there is no difference between the movements in cash and cash equivalents and movement in net cash (debt).



Principal accounting policies



Basis of accounting

These financial statements have been prepared for the year to 31 March 2021 with comparative information provided in respect to the year to 31 March 2020.

The financial statements have been prepared under the historical cost convention with items initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to the financial statements.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable

to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in sterling and are rounded to the nearest pound.

Basis of consolidation

The consolidated financial statements of the Group incorporate the financial statements of Mental Health Foundation and its subsidiary undertaking Mental Health At Work CIC. The net income attributable to the charity in the year was £4,952,876 (2021: £6,075,098). There were no other recognised gains and losses attributable to the charity.

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of at least one year from the date of approval of these financial statements.

Specifically they have reviewed the significant impact the COVID pandemic has had on the total economy and more pertinently the charity sector and concluded that any potential downside risk is not material enough to alter the going concern assessment.

The trustees have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

PRINCIPAL ACCOUNTING POLICIES

(continued)

Income recognition

Income is recognised in the period in which the charity is entitled to receipt, the amount can be measured reliably, and it is probable that the funds will be received.

Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

Income comprises donations, legacies, income from fundraising events, interest receivable, investment income, grants and other trading income.

Donations and income from events are recognised when the charity has confirmation of both the amount and settlement date. In the event of donations pledged but not received, the amount is accrued for where the receipt is considered probable. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are included in the statement of financial activities when the charity is entitled to the legacy, the executors have established that there are sufficient surplus assets in the estate to pay the legacy, and any conditions attached to the legacy are

within the control of the charity. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

Entitlement is taken as the earlier of the date on which either:

- the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor to the charity that a distribution will be made; or
- a distribution is received from the estate.

Where legacies have been notified to the charity, or the charity is aware of the granting of probate, but the criteria for income recognition have not been met, the legacy is treated as a contingent asset and disclosed if material. In the event that the gift is in the form of an asset other than cash, or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title of the asset having being transferred to the charity.

Grants and donations from government, other statutory agencies and charitable bodies are included as income from charitable activities where these amount to a contract for service or where they are specific to particular activities. Along with income of a contractual nature and income generated from trading and commercial

PRINCIPAL ACCOUNTING POLICIES

(continued)

sources, they are recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured. All such income is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Other trading income is recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured.

Investment income is recognised once the dividend or interest has been declared and notification has been received of the amount due.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable

expenditure headings. The classification between activities is as follows:

- Expenditure on raising funds include the salaries, direct costs and support costs associated with generating donated income.
- Expenditure on charitable activities, including grants payable, comprises expenditure on the charity's primary charitable purposes as described in the trustees' report.

Welfare grants payable to individuals are included in the statement of financial activities when approved.

Grants or award funding to institutions are included in full in the statement of financial activities when the award agreement has been returned, completed and signed, by the recipient. Small final instalments of some award grant payments are subject to receipt of a satisfactory final report on the award project.

Allocation of support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprise the costs involving the public accountability of the

PRINCIPAL ACCOUNTING POLICIES

(continued)

charity (including audit costs) and costs in respect to its compliance with regulation and good practice.

Support costs and governance costs are apportioned using percentages based on the time spent on the activities by the employees of the charity.

Tangible fixed assets

All assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised.

Expenditure on the purchase and replacement of fixtures, fittings and equipment is capitalised and depreciated, on a straight-line basis, over a period ranging from 3 to 10 years, in order to write off each asset over its estimated useful life.

Investments

Cash deposits held in interest earning accounts and held for the long term are classified as fixed asset investments.

Investments in unlisted companies are included on the balance sheet at a valuation determined by the trustees, calculated having regard to the net asset value of the relevant company at the balance sheet date.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. Debtors have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as current asset investments. Cash placed on deposit for more than one year is disclosed as a fixed asset investment.

Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt.

They have been discounted to the present value of the future cash payment where such discounting is material.

PRINCIPAL ACCOUNTING POLICIES

(continued)

Fund structure

The general fund comprises those monies which may be used towards meeting the charitable objectives of the charity and may be used at the discretion of the trustees.

The designated funds represent assets set aside by the trustees to be applied in future years towards specific purposes.

The restricted funds are monies raised for a specific purpose, or donations subject to donor-imposed conditions.

The permanent endowment funds comprise monies which must be held as capital indefinitely. The income therefrom is used in accordance with the terms of each individual endowment (note 16).

Pension costs

Contributions to employees' personal pension plans and in respect to defined contribution schemes are charged to the statement of financial activities in the year in which they are payable to the relevant scheme.

Leased assets

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged on a straight-line basis over the lease term.

Critical accounting estimates and areas of judgement

Preparation of the financial statements requires the trustees to make significant judgements and estimates.

The items in the financial statements where these judgements and estimates have been made include:

- Estimating the useful economic life of tangible fixed assets for the purposes of calculating the depreciation charge;
- Estimating the recoverability of debtors and determining any necessary provision for bad or doubtful debts;
- Estimating the future income and expenditure streams which underpin the going concern assumption
- Estimating the value of legacy distributions; and
- Determining the basis for the allocation of support and governance costs across the charitable key areas of activity as shown in note 3.

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

1. INCOME FROM: GRANTS RECEIVABLE

Group and Charity	2021 £'000	2020 £'000
Statutory grants		
- Scottish	475	273
- English and Welsh	84	97
	559	370
Other grants	1,719	1,117
	2,278	1,547
The income from grants relate to the following charitable activities:		
Group and Charity	2021 £'000	2020 £'000
Mental Health Programmes	2,075	1,547
Learning Disabilities Programmes	45	—
Information, education, dissemination and advisory services programme	158	—
	2,278	1,547
Statutory grants receivable comprise:		
Group and Charity	2021 £'000	2020 £'000
Scottish		
Refugee Health Policy Action Group	60	25
Refugee Wellbeing	12	-
Research Consultancy	-	-
Scottish Mental Health Arts and Film Festival (SMHAFF) (NHS Greater Glasgow & Clyde; NHS Lothian)	15	16
Stigma (Scottish Association for Mental Health (SAMH))	120	-
Suicide Postvention	-	7
Survivors (Health in Mind)	135	90
VOX	115	120
We Can	-	15
Visibility & Voices	19	-
	475	273
English and Welsh		
Drawing Neighbours Together (Westminster City Council)	9	-
Farming and Brexit (Public Health Wales)	-	13
Gwynedd Youth Service (Welsh Government - Gwynedd Council)	22	-
Mental Health Campaign (Public Health England)	-	54
Refugee and Asylum Seeker - Perthyn (Welsh Government)	53	-
Thrive Thamesview (London Borough of Barking & Dagenham)	-	30
	84	97
Total Statutory Grants	559	370

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

Other grants comprise:

Group and Charity (by funder)	2021 £'000	2020 £'000
National Lottery funding	384	222
- Community Fund (COVID Youth Panel)	10	-
- England – Community Fund (Kids Time)	128	35
- England – Community Fund (My Life My Future (Feeling Our Way))	45	-
- England – Community Fund (Pass it On (Good mental health for ALL))	45	85
- Scotland – Heritage Fund (Reclaim Our Heritage)	28	-
- Wales – People and Places (Standing Together Cymru)	128	102
Barnardo's	147	65
Scottish Research Consultancy	4	3
Mental Health & Wellbeing Evaluation	143	61
Scottish Association for Mental Health	—	144
Scottish Association for Mental Health (Stigma and Discrimination)	—	124
Scottish Association for Mental Health (Art & Stigma)	—	—
Scottish Association for Mental Health (SMHAFF)	—	20
University of Strathclyde	29	—
Crisp	1	—
CSO COVID Impact	25	—
Scotland Programmes	3	—
Group and Charity (by project)	2021 £'000	2020 £'000
Scottish Mental Health Arts and Film Festival (SMHAFF)	87	41
Creative Scotland	56	28
Royal College of Psychiatrists	2	10
See Me	20	-
Other grants	9	4
Peer Education	110	75
Constance Travis Charitable Trust	50	-
LCP Foundation	13	-
Lloyds	22	-
Garfield Weston Foundation	-	50
Sobell Foundation	25	25
Self Management Training and Peer Support for middle-aged Irish men	5	65
City Bridge Trust	-	32
Sir Halley Stewart Trust	5	33

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

Other grants comprise (continued):

Group and Charity	2021 £'000	2020 £'000
Other grants >£25,000		
Arts Council of Wales (Arts Festival Wales)	30	-
Community Child Health (The Adverse Childhood Experiences Resilience)	31	64
Constance Travis Charitable Trust	-	50
Disability Action NI (Drill)	-	37
European Commission (Emen)	(12)	26
Health in Mind (Survivor Fund)	-	57
Impact Funding Partners (Refugee Health Policy Action Group)	-	30
Lloyds (Picture This)	31	-
Mercers Trust (Creating Communities)	17	31
Monday Trust (COVID Response Programme)	250	-
NHS Borders (Screening Inequality)	-	94
Robertson Trust (Thriving Learners)	90	-
The Wellcome Trust (Dads, Football, and Public Engagement)	56	44
University of Sussex (SITUATE)	35	-
Youth Endowment (Becoming a Man)	370	-
Other grants <£25,000		
Cardiff City Foundation	-	2
Gwynedd Council	-	22
Health and Social Care Alliance Scotland	13	13
King's College London	-	6
MIND NAMH	-	14
NRS Mental Health Network	9	9
Renfrewshire Council	-	2
Scottish Refugee Council	5	-
Single Parents Wellbeing	-	1
The Laces Trust	-	2
The Waterloo Foundation	10	-
Universitäts Klinikum Bonn	-	2
University Of Glasgow	7	8
University of Stirling	8	5
University of Sussex	-	24
University of Warwick	-	5
University of York	3	-
Voices of eXperience	-	1
Winston Churchill Memorial Trust	5	15
	1,719	1,177

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

2. INCOME FROM: CHARITABLE TRADING ACTIVITIES

Group and Charity	2021 £'000	2020 £'000
Publications and merchandise	55	332
	23	-
Other	41	73
Charity total	119	439
Income from subsidiary	666	667
Group total	785	1,106

Expenditure relating to the Group's subsidiary, Mental Health at Work CIC, are included within costs associated with raising funds. Of the above, £10,000 of training and £6,000 of other income related to restricted funds.

3. EXPENDITURE ON CHARITABLE ACTIVITIES

Group and Charity	Direct costs £'000	Support costs (note 5) £'000	Total 2021 £'000	Direct costs £'000	Support costs (note 5) £'000	Total 2020 £'000
Mental Health Programmes	2,946	615	3,561	2,156	519	2,675
Learning disability programmes	85	12	97	129	24	152
Information, education, dissemination and advisory services programme	1,984	322	2,306	1,386	235	1,621
	5,015	949	5,964	3,671	777	4,448

Direct costs comprise:

Group and Charity	Staff costs £'000	Other costs £'000	Total 2021 £'000	Staff costs £'000	Other costs £'000	Total 2020 £'000
Mental Health Programmes	1,902	1,044	2,946	1,474	681	2,156
Learning disability programmes	54	31	85	101	28	129
Information, education, dissemination and advisory services programme	1,071	913	1,984	729	657	1,386
	3,027	1,988	5,015	2,304	1,367	3,671

At 31 March 2021 the group and charity had no commitments in respect to future grants (2020: none).

4. GOVERNANCE COSTS

Group and Charity	2021 £'000	2020 £'000
Legal and professional fees	22	33
Trustees' expenses and other trustee related costs	5	7
Charity total	27	41
Legal and professional fees - subsidiary	-	2
	27	43

All governance costs relate to unrestricted funds.

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

5. SUPPORT COSTS

Group	London office £'000	IT £'000	Finance £'000	Human resources £'000	Total 2021 £'000
Costs of raising funds	77	37	29	35	178
Mental Health Programmes	266	129	99	121	615
FPLD	5	3	2	2	12
Information, education, dissemination and advisory services programme	139	68	52	63	322
	487	237	182	221	1,127

Group	London office £'000	IT £'000	Finance £'000	Human resources £'000	Total 2020 £'000
Costs of raising funds	81	18	38	20	158
Mental Health Programmes	267	60	126	65	519
FPLD	12	3	6	3	24
Information, education, dissemination and advisory services programme	121	27	57	29	235
	481	109	228	117	935

Support costs are allocated to the activities they are supporting on the basis of the number of staff working on each activity.

6. NET INCOME This is stated after charging:

	Group		Charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Staff costs (note 1)	4,652	3,618	4,267	3,305
Depreciation	7	5	7	5
Auditor's remuneration				
- Audit	17	15	17	15
- Other services (Emen audit, VAT consultancy)	2	4	2	4
- Other services (HR consultancy services)	4	5	4	5
Operating lease rentals				
- Land and buildings	182	156	182	156
- Equipment	-	21	-	21

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

7. STAFF COSTS

	Group		Charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Staff costs during the year were as follows:				
Wages and salaries	3,885	3,020	3,544	2,746
Social security costs	400	304	364	274
Other pension costs	329	265	322	257
	4,614	3,589	4,230	3,277
Agency and temporary staff	38	28	38	28
	4,652	3,618	4,267	3,305

The average monthly number of employees (including temporary staff) during the year was 113 (2020: 94).
The number of employees who earned £60,000 per annum or more (including taxable benefits but excluding employer pension contributions) during the year was as follows:

Group	2021 No.	2020 No.
£60,000 - £70,000	3	3
£70,000 - £80,000	3	1
£100,000 - £110,000	1	1

Employer contributions made to a money purchase scheme in respect of the above employees during the year amounted to £45,624 (2020: £30,295).

The key management personnel in charge of directing, controlling, running and operating the group on a day-to-day basis comprise the trustees together with the chief executive, the director for England and Wales, the director for Scotland and Northern Ireland, the director of fundraising and communications, the director of HR and wellbeing and the director of finance and systems. The total remuneration payable to key management personnel during the year was £565,275 (2020: £417,680).

8. TRUSTEES' REMUNERATION, EXPENSES AND DONATIONS

No trustee received any remuneration in respect of their services as a trustee during the year (2020: none).
Expenses reimbursed to, or paid on behalf of, trustees during the year were as follows:

	2021		2020	
	No of trustees	Aggregate amount £'000	No of trustees	Aggregate amount £'000
Travel, expenses and other	5	5	7	8

The trustees have taken out trustee indemnity insurance to cover the liability which by virtue of any rule of law would otherwise attach to the trustees in respect of any negligence, default, breach of trust or breach of duty of which they may be guilty in relation to the Foundation. The premium paid by the charity during the year amounted to £6,064 (2020: £3,203) and provided cover of £1,000,000 (2020: £1,000,000).

The charity received £605 donations from trustees during the year (2020: none).

9. TAXATION

The Mental Health Foundation is a registered charity and, therefore, is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

10. TANGIBLE FIXED ASSETS

Group and charity	Fixtures, fittings and equipment £'000
Cost	
At 1 April 2020	237
Additions	2
Disposals	-
At 31 March 2021	239
Depreciation	
At 1 April 2020	209
Additions	7
Disposals	-
At 31 March 2021	216
Net book values	
At 31 March 2020	28
At 31 March 2021	23

11. INVESTMENTS

Group and charity	2021 £'000	2020 £'000
Listed investments		
Market value at 1 April 2020	-	-
Additions at cost	5,000	-
Net unrealised investment gains	208	-
Market value at 1 March 2021	5,208	-
Cash deposit - current assets	-	408
Cash deposit - fixed asset	-	45
At 31 March 2020	5,208	453
Historic cost of listed investments	5,000	-
Individual holdings representing more than 5% of the market value of the portfolio at the balance sheet date are as follows:		
	2021 £'000	2020 £'000
COIF Charities Ethical Investment Fund	5,208	-

The charity also holds unlisted investments comprise shares in Helpcards Holdings Limited and Mental Health at Work CIC. The charity holds 7,227 1p shares in Helpcards Holdings Limited, comprising 1.23% of the share capital. The shares have been valued by the trustees having regard to the company's net assets as at 31 March 2020.

On 27 July 2018, the shareholders of Mental Health at Work CIC gifted the shares in the company to the charity. The net assets position as at 31 March 2020 was £129,346. The shares have been valued by the trustees at £nil value as at 31 March 2021.

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

12. DEBTORS

	Group		Charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Trade debtors	211	344	56	206
Prepayments	235	187	235	187
Accrued income	902	643	902	643
Other debtors	14	9	14	10
Legacy notifications	1,153	695	1,153	695
	2,515	1,878	2,360	1,740

The Mental Health Foundation has been notified of a residuary legacy from the George Stanley Wilkinson Will Trust in the year. This has not been accrued for as the amount cannot be measured reliably.

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Expense creditors	251	214	234	198
Other creditors	436	263	184	175
Service delivery deferred income	259	538	61	260
Fundraising events deferred income	90	-	90	-
Accruals	60	48	60	48
	1,096	1,063	629	680

Deferred income includes the following income received in advance to carry out the activities in the next financial year: Youth Endowment Fund Grant for the Becoming a Men project: £22,234, The National Lottery Community Fund - Wales for the Standing together - Cymru project: £9,464, Scottish

Government for the VOX project: £2,960, Baring Foundation for the Commissions and Creative Network project: £26,900.

Deferred income also includes income for the following fundraising events postponed to the next financial year due to COVID restrictions: London Marathon: £39,200, Overseas Challenges (Kilimanjaro): £26,000, Edinburgh Marathon: £23,800 and Great North Run: £1,500.

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

14. RESTRICTED FUNDS The income funds of the charity and group include restricted funds comprising the following donations and grants held on trust to be applied for specific purposes:

	At 1 Apr 2020 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2021 £'000
Arts & Stigma	2	-	-	-	2
Arts Festival Wales	-	30	(33)	-	(3)
Barnardo's Mental Health & Wellbeing Evaluation	19	143	(87)	-	75
Becoming a Man	-	370	(370)	-	-
COVID Research	-	10	(295)	285	-
COVID Youth Panel	-	10	(10)	-	-
COVID Response Programme	-	250	-	-	250
Creating Communities	-	17	(44)	27	-
Crisp	-	1	(1)	-	-
CSO COVID Impact	-	25	(25)	-	-
Dads Football	-	56	(56)	-	-
Drawing Neighbours Together	-	9	(10)	-	(1)
Drill	7	-	(7)	-	-
Emen-Comms	-	-	(2)	2	-
Emen-Long Term	-	-	(1)	-	-
Emen-Policy	-	-	(6)	6	-
Emen-Product Development	-	(13)	(5)	18	-
Emen-Project Management	-	1	(2)	1	-
Evaluation of DBI	2	8	(5)	-	5
Gaming and Mental Health	-	-	(29)	192	163
Gwynedd Youth Service	4	22	(21)	-	5
Irish Men	5	5	(36)	26	-
J Sinson	7	-	-	-	7
KidsTime Southwark	-	128	(112)	-	16
My Life My Future	6	45	(56)	21	16
Pass it on	26	45	(58)	(14)	-
Peer Education Project	77	121	(146)	-	51
Picture This	-	31	-	-	31
Primary School Programme	20	-	-	-	20
Reclaiming our heritage	40	28	(39)	-	28
Refugee and Asylum Seeker	3	53	(44)	-	12
Refugee Health Policy Action Group	14	60	(54)	-	20
Refugee Wellbeing	-	12	(12)	-	-

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

14. RESTRICTED FUNDS (continued)

	At 1 Apr 2020 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2021 £'000
Restricted Legacies - Helen Oliver	154	-	-	-	154
Restricted Legacies - Research	394	-	(83)	-	311
Screening Inequality	111	-	(7)	1	105
SITUATE	4	36	(40)	-	-
SMHAFF Restricted	-	111	(71)	-	40
Standing together-Cymru	-	128	(128)	-	-
Stigma	17	122	(113)	-	26
Survivors	1	138	(139)	-	-
The ACES (Adverse Childhood Experiences) Resilience	9	31	(29)	-	11
Thriving Learners	-	90	(28)	-	62
Triumph	-	7	(7)	-	-
UOK	19	-	(8)	-	10
Visibility & Voices	-	19	(6)	-	13
VOX	1	116	(116)	-	-
What I Need to Tell You	4	13	(7)	-	9
Winston Churchill Memorial Trust	3	5	(8)	-	-
Women of Scotland	21	-	-	-	21
	967	2,280	(2,351)	564	1,460

Arts & Stigma

Working with See Me Scotland to commission an artist to create a new participatory artwork, which was delivered on the Isle of Lewis in Na h-Eileanan an Iar. This programme focuses on challenging mental health stigma. This programme was paused during pandemic and concluded in June 2021

Arts Festival Wales

The inaugural Green Ribbon Arts Festival (GRAF) in Wales was organised in partnership with Sixty Six / Ninety Nine, Orchard Media, Four In Four, and the Scottish Mental Health Arts Festival (run by the Foundation). GRAF was held online between October 26th – November 7th 2020, with further events from March 22nd – 25th 2021, also online due to the pandemic. The festival was funded by the Baring Foundation and Arts Council of Wales.

Barnardo’s Mental Health & Wellbeing Evaluation

Commissioned by Barnardo’s for their 3 Mental Health and Wellbeing Core Priority Programme Strategic Research Partnerships’ work in Renfrewshire, North Tyneside and Northern Ireland. The aims of these strategic partnerships are to facilitate systems change around Mental Health and Wellbeing, and support the development of new innovative ways of working, so that children and young people have improved mental health and wellbeing outcomes and the demand on secondary mental health service provision is reduced.

Becoming a Man (BAM)

A trauma-informed counselling project in Lambeth, which integrates clinical theory and practice, men’s rites of passage

work and a dynamic approach to youth engagement. It is offering in-school activities that develop social-emotional skills strongly correlated with positive long-term outcomes in the areas of health, education and justice system involvement. We are currently delivering weekly group counselling sessions (BAM Circles) to nine groups of young men at risk of becoming involved in serious youth violence, across three Lambeth schools.

Chief Scientist Office - Impact of pandemic response upon public mental health and disparities

Research study in partnership with the University of Strathclyde and NHS Greater Glasgow & Clyde. The research aimed to explore how the pandemic response affects the mental health and wellbeing of the Scottish population. The results of this research can be viewed at <https://www.cso.scot.nhs.uk/wp-content/uploads/COVSCL2010.pdf>

COVID Research

Working with the University of Cambridge, De Montfort University, Swansea University, the University of Strathclyde and Queen’s University Belfast, the Mental Health Foundation is leading an ongoing, UK-wide, repeated cross-sectional study of how the pandemic is affecting people’s mental health. We are producing briefings, publishing academic papers, and sharing our findings with government officials and stakeholders across the four UK nations.

COVID Youth Panel

With funding from the National Lottery Community Fund’s Awards for All. Using the hashtag #morethanacondition the youth panel was facilitated remotely to raise awareness of how young people living with long term health conditions are facing additional challenges to their mental health as a result of the coronavirus.

Dads, football and Public Engagement

Funded by the Wellcome Trust and delivered in partnership with Cardiff City FC Foundation, the Dads and Football project engages dads through football to understand more about the life changing transition for men as they become dads and the impact on their mental health. The main aims are to help support the health and wellbeing of those dads and improve engagement in research into men’s perinatal mental health.

Drawing Neighbours Together

Funded by Westminster City Council (Neighbourhood Keepers Programme) and working in partnership with Notting Hill Genesis, this project facilitates weekly group sessions with Penfold Court residents, using creativity to acknowledge the changing Church Street environment and support them to manage its impact on their wellbeing. Sessions were held online during the pandemic.

E-Men (European Commission)

In 2020-21 we completed the Moodbuster Pilot in Manchester and developed a case study for the use of the Moodbuster application in prevention. We also contributed to the trans-national policy report output of the programme. We finished our involvement in the programme.

Evaluation of DBI

Provision of Lived Experience Policy & Development Officer to support the evaluation of the Distress Brief Interventions (DBI) service being led by the University of Stirling.

Gaming and Mental Health

Funds donated from individual gamers via The JingleJam 2020, an annual fundraiser hosted by the Yogscast group. The project uses digital qualitative research (mobile diaries, in-depth interviews) and secondary data analysis of gaming related searches and conversations online. The findings inform a co-design session with gamers to create solutions for gamers and the industry. The outputs have two target audiences relevant to the theory of change – games industry and gamers. Project wraps Feb 2022.

Gwynedd Youth Service

This is a ‘Learning Partner’ relationship where we ‘walked alongside’ the youth service to help them discover how they were impacting the mental health of young people, help them think through how to evaluate the work they were already doing and recommendations to go forward with. We will be continuing to work with Gwynedd youth services to measure the impact of the recommendations on the youth workers, youth and their partners.

Irish Men

The Comhar project in Camden and Islington addresses the prevalence of long-standing undiagnosed mental health problems in Irish men in North London aged 40 to 54, and their elevated risk

of suicide, especially survivors of institutional abuse, and Travellers. Working with ICAP (Immigration Counselling & Psychotherapy), we improve the mental health, well-being and social connectedness of participants through targeted self-management training and peer support activities.

J Sinson (Research prize fund)

This fund represents an original donation of £10,000 in memory of Dr Janice Sinson, which is to be used for prizes in ongoing research competitions.

KidsTime Southwark

Funded by the National Lottery Community Fund and delivered in partnership with Our Time, who have developed the KidsTime workshops over many years, and the London Borough of Southwark. The workshops provide support for both children and parents affected by parental mental health problems bringing whole families together to promote wellbeing and resilience. The Foundation successfully adapted the workshops for online delivery during the pandemic.

My Life My Future

In 2020, Feeling Our Way was developed in Nottingham City in response to the unique and heightened challenges faced by care leavers, particularly social isolation and rapidly deteriorating mental health, as a result of COVID lockdown restrictions. The project, in partnership with Nottingham City Council, provided to-the-doorstep Wellbeing Kits (practical tools such as mindfulness colouring, skipping ropes, self-care items); Digital access (mobile phones, free data, minutes, texts) and Digital Packs (psychoeducation, signposting, interactive resources such as films and quizzes) to promote good mental health and encouraging help-seeking.

Peer Education Project (PEP)

This project continues to increase engagements with schools, training thousands of Year 12 students as peer educators and reaching over 50,000 Year 7 students giving them the skills and knowledge to safeguard their mental health, know where to seek help, and be better able to support the mental health of their friends.

Reclaiming Our Heritage

Programme supported with major funding from the National Lottery Heritage Fund and others including Renfrewshire Council Culture, Events & Heritage Fund to develop a volunteer led oral history programme to preserve the heritage of the arts and mental health social movement in Scotland.

Refugee and Asylum seeker (Perthyn Project)

Funded by Welsh Government and delivered in partnership with Cardiff and Vale College through their REACH+ Programme, project expansion involved recruiting and training refugee and asylum seeker men and woman to become peer leaders of their own groups using a HOPE theory. The groups provided a safe and empowering space to come together to increase emotional literacy, empathy and understanding and, in turn, help protect their mental health.

Refugee Health Policy Action Group

Supported with funds from the Scottish Government’s “Promoting Equality and Cohesion Fund” the project is working to develop local responses to refugee health support in local authorities across Scotland. This includes training volunteers from refugee backgrounds on mental health, policy development and delivering work in local authority areas.

Refugee Wellbeing

Supported through the Scottish Government’s COVID Wellbeing Fund. A series of online Community Conversation groups run for people from refugee and asylum-seeking backgrounds in Glasgow in partnership with Interfaith Glasgow, Govan Community Project and Saheliya.

Restricted Legacies – Research

Legators may choose to restrict the use of their legacy to the Foundation.

The balance relates to several legacies that the Foundation was instructed to use to further research into mental health. The balance is now being invested in research projects led by the Foundation in collaboration with partners including the University of Cambridge in England and Strathclyde University in Scotland.

Screening Inequality

Working with NHS Borders, Fife and Tayside with the support of the Scottish Government’s “Screening Inequalities Fund” to use research and learning to increase informed consent on screening uptake among people living with long term mental health problems and to increase the visibility of screening in mental health care. Project paused during the pandemic period with restart in late 2021

SITUATE

Students In Transition at University: Aiming to enhance mental and social health and wellbeing is a joint project between University of Sussex and Mental Health Foundation. The aim of the project is to produce a sustainable, best-practice model for the higher education sector that supports students and promotes positive mental health and wellbeing at key educational transitions: from pre-university to university and between years at university.

Scottish Mental Health Arts and Film Festival (SMHAFF)

Annual mental health arts festival delivered throughout Scotland with support from Creative Scotland, NHS Lothian, See Me, NHS Greater Glasgow & Clyde, Royal College of Psychiatrists and others. Annual reach of over 35,000 through film, literature and art.

Standing Together - Cymru

Following the success of the original Standing Together project, which ran in London from 2015-2018, the Foundation secured funding from National Lottery Community Fund to run a three-year project which aimed to improve mental health, wellbeing and build community connections for people in later life housing in South East Wales.

Stigma and Discrimination (See Me)

See Me is Scotland's Programme to tackle mental health stigma and discrimination. It is funded by the Scottish Government and Comic Relief and is co-managed by the Mental Health Foundation and the Scottish Association for Mental Health. Specifically working on the research and learning of See Me's programmes.

Survivors (Future Pathways)

Future Pathways supports recovery of people who have experienced abuse or neglect in care in Scotland. Future Pathways is funded by the Scottish Government and is managed by a group of organisations that make up the

Future Pathways Alliance (Health in Mind, Penumbra, Greater Glasgow and Clyde Health Board's Trauma Service, and the Mental Health Foundation). The Foundation left the Alliance in March 2021.

The Adverse Childhood Experiences (ACE's) Resilience

The Welsh Government funded Cardiff & Vale University Health Board and the Mental Health Foundation to work across all schools in the Cardiff and Vale area (primary and secondary) building resilience with children, families, teachers and other staff that work with children and young people who have experienced adverse childhood traumas.

Triumph

Transdisciplinary Research for the Improvement of Youth Mental Public Health (TRIUMPH) Network brings together young people, health practitioners, policymakers and those working with voluntary organisations including the Foundation, with academics from across clinical, social sciences, arts and humanities, design, and computer sciences disciplines.

Thriving Learners

Thriving Learners is a pioneering study of student mental health in tertiary educational institutes across Scotland. Working with partners, Universities Scotland, Colleges Scotland and with funding from the Robertson Trust, the study will be undertaken over two years. With the knowledge and insight gathered, we will provide recommendations for best practice in prevention, early intervention and support of students' emotional wellbeing in Scotland's universities and colleges

UOK

Psychoeducation and peer to peer-based project to support young people aged 16+ with the transition out of statutory education and onto independent living, work, and higher education. Connected to our SITUATE project.

Visibility &Voices

The Visibility & Voices programme commenced in October 2020 with funding from Glasgow City Council's "Glasgow Communities Fund". The purpose of this programme is to engage people from refugee and asylum-seeking backgrounds in civic life across the city. Centring lived experience it is working to benefit the health and wellbeing of refugees and asylum seekers through increased and focused civic participation.

Voices of Experience (VOX)

VOX Scotland is Scotland's national mental health service user collective that represents its members' views to Scotland's politicians and health professionals to make sure Scotland's laws and mental health services reflect service user needs and interests. VOX is Scotland's only national mental health advocacy organisation run by service users for service users. VOX is an independent organisation that has a service and support agreement with the Mental Health Foundation for its running and delivery.

What I Need to Tell You

Funded through the Self-Management Fund this project is working in partnership with Diabetes Scotland to adapt a Coming Our Proud model to disclosure of the mental and wellbeing impacts of living with diabetes.

Winston Churchill Memorial Trust Mental Health Fellowship

The Foundation has been the knowledge partner of the Winston Church Memorial Trust (WCMT) for their Mental Health Fellowships (2016-2019). In 2020-21 we launched and widely disseminated our podcasts and briefings.

15. DESIGNATED FUNDS

Group and charity	At 1 April 2020 £'000	New designation £'000	Utilised/ released £'000	At 31 March 2021 £'000
Stephen Schick legacy	2,500	—	(500)	2,000
Covid-19 Community Investment Fund	2,000	—	—	2,000
Foundation Offices Property Fund	5,500	1,000	—	6,500
	10,000	1,000	(500)	10,500

Group and charity	At 1 April 2019 £'000	New designation £'000	Utilised/ released £'000	At 31 March 2018 £'000
Stephen Schick legacy	2500	-	—	2,500
COVID Response Programme	-	2,000	—	2,000
Foundation Offices Property Fund	-	5,500	—	5,500
	2,500	7,500	-	10,000

16. PERMANENT ENDOWMENT FUNDS

Group and charity	At 1 April 2020 £'000	Additions £'000	At 31 March 2021 £'000
Wilke Fund	12	—	12
Lander Fund	33	—	33
	45	—	45

Group and charity	At 1 April 2019 £'000	Additions £'000	At 31 March 2020 £'000
Wilke Fund	12	—	12
Lander Fund	33	—	33
	45	—	45

The above funds represent permanent endowment which must be retained indefinitely and held as capital. Both funds are constituted under separate trust deeds. Under the deed of trust relating to the Wilke Fund, all income arising from the capital sum may be used for the general purposes of the charity and it is credited, therefore, to general funds on receipt. Under the terms of the deed governing the Lander Fund, 25% of the income generated by the fund each year must be added to the capital sum and be retained as part of the permanent endowment. The remaining 75% of the income may be credited to general funds on receipt and used for the general purposes of the charity.

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Group	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2021 Total funds £'000
Tangible fixed assets	23	-	-	-	23
Investments	5,163	-	-	45	5,208
Net current assets	1,305	1,460	10,500	-	13,265
	6,491	1,460	10,500	45	18,496

Charity	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2021 Total funds £'000
Tangible fixed assets	21	-	-	-	21
Investments	5,163	-	-	45	5,208
Net current assets	1,131	1,460	10,500	-	13,091
	6,315	1,460	10,500	45	18,320

Group	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2020 Total funds £'000
Tangible fixed assets	28	-	-	-	28
Investments	-	-	-	45	45
Net current assets	2,287	967	10,000	-	13,254
	2,315	967	10,000	45	13,327

Charity	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2020 Total funds £'000
Tangible fixed assets	28	-	-	-	28
Investments	-	-	-	45	45
Net current assets	2,119	967	10,000	-	13,086
	2,147	967	10,000	45	13,159

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

The total unrealised gains as at 31 March 2021 constitutes movements on fair value and are as follows:

	2021 £'000	2020 £'000
Unrealised gains included above:		
On investments	208	-
Total unrealised investment gains at 31 March 2021	208	-
Reconciliation of movements in unrealised gains:		
Unrealised gains at 1 April 2020	-	-
Less: in respect of disposals in the year	-	-
	-	-
Add: net gains arising on fair value movement arising in the year	208	-
Total unrealised gains at 31 March 2021	208	-

18. OPERATING LEASE COMMITMENTS

At 31 March 2021 the charity had the following total minimum lease payments under non-cancellable operating leases:

	Land and buildings		Other	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Operating leases which expire:				
- Within one year	37	135	1	2
- After one but within two years	2	118	-	-
- After two but within five years	-	49	-	1
	39	303	1	3

19. RELATED PARTIES

During the year ended 31 March 2021, the group had no related party transactions (2020: None).

20. ULTIMATE PARENT UNDERTAKING AND CONTROLLING PARTY

The immediate parent undertaking is The Mental Health Foundation. The ultimate parent undertaking and controlling party is The Mental Health Foundation, a company incorporated in England and Wales.

The Mental Health Foundation is the parent undertaking of the largest and smallest group of undertakings to consolidate these financial statements at 31 March 2021.

The consolidated financial statements of The Mental Health Foundation are available from Unit 2, 197 Long Lane, SE1 4PD.

21. POST BALANCE SHEET EVENT

After the year end the Mental Health Foundation purchased a long leasehold property for £4.15 million + VAT on 2 July 2021 and commenced refurbishment work at a cost of £1.0 million + VAT

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

22. COMPARATIVE GROUP AND CHARITY STATEMENT OF FINANCIAL ACTIVITIES

Group	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2020 Total funds £'000
Income from:						
Donations		7,144	30	-	-	7,174
Legacies		583	-	1,250	-	1,833
Fundraising events		904	-	-	-	904
Investments		43	-	-	-	43
Charitable activities		-	-	-	-	
- Statutory grants receivable	1	67	303	-	-	370
- Other grants	1	75	1,102	-	-	1,177
- Charitable trading activities	2	1,075	31	-	-	1,106
Total income		9,891	1,465	1,250	-	12,606
Expenditure on:						
Raising funds		1,733	-	320	-	2,053
Charitable activities	3					
- Mental Health Programmes		1,258	1,380	37	-	2,675
- FPLD		71	80	1	-	152
- Information, education, dissemination and advisory services programme		1,193	323	105	-	1,621
Total expenditure		4,254	1,784	463	-	6,501
Net income (expenditure)	5	5,636	(318)	787	-	6,105
Transfers between funds		(6,995)	282	6,713	-	-
Net movement in funds		(1,358)	(37)	7,500	-	6,105
Reconciliation of funds:						
Funds brought forward at 1 April 2019		3,673	1,004	2,500	45	7,222
Funds carried forward at 31 March 2020		2,135	967	10,000	45	13,327

NOTES TO THE FINANCIAL STATEMENTS 31 MARCH 2021

Group	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2020 Total funds £'000
Income from:						
Donations		7,144	30	-	-	7,174
Legacies		583	-	1,250	-	1,833
Fundraising events		904	-	-	-	904
Investments		43	-	-	-	43
Charitable activities						
- Statutory grants receivable	1	67	303	-	-	370
- Other grants	1	75	1,102	-	-	1,177
- Charitable trading activities	2	408	31	-	-	439
Total income		9,224	1,465	1,250	-	11,939
Expenditure on:						
Raising funds		1,096	-	320	-	1,416
Charitable activities	3					
- Mental Health Programmes		1,258	1,380	37	-	2,675
- FPLD		71	80	1	-	152
- Information, education, dissemination and advisory services programme		1,193	323	105	-	1,621
Total expenditure		3,617	1,784	463	-	5,864
Net income (expenditure)	5	5,607	(318)	787	-	6,075
Transfers between funds		(6,995)	282	6,713	-	-
Net movement in funds		(1,388)	(37)	7,500	-	6,075
Reconciliation of funds:						
Funds brought forward at 1 April 2019		3,535	1,004	2,500	45	7,084
Funds carried forward at 31 March 2020		2,147	967	10,000	45	13,159



[@mentalhealthfoundation](https://www.instagram.com/mentalhealthfoundation)



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